

STATE OF CONNECTICUT
STATE EMPLOYEES RETIREMENT COMMISSION

MAY 21, 2020 SERC MEETING
HELD VIA ZOOM
CONVENED AT 9:03 a.m.

Commission Members Present:

Peter Adomeit, Chairman
SAndra Fae Brown Brewton, Trustee
Michael Bailey, Trustee
Karen Buffkin, Trustee
Michael Carey, Trustee
Martha Carlson, Deputy Comptroller, Ex Officio Member
Robert D. Coffey, Trustee
John Flores, Ex Officio Member
Paul Fortier, Trustee
Sal Luciano, Trustee
Karen Nolen, Trustee
Claude Poulin, Trustee
Angel Quiros, Trustee
Mark Sciota, Municipal Liaison

Also Present:

Bruce Barth, Robinson & Cole
Natalie Braswell, Retirement Services Division
Cindy Cieslak, General Counsel, Rose Kallor
John Herrington, Retirement services Division
Colin Newman, Retirement Services Division
John Herrington, Retirement services Division
Colin Newman, Retirement Services Division
Michael Rose, General Counsel, Rose Kallor
Alisha Sullivan, Robinson & Cole
Dan Mara, Attorney for David Carter & Richard Kay

Karen Vibert, LSR #00064

1 (Proceeding commenced at 9:03 a.m.)

2 MR. ADOMEIT: I will call the meeting to
3 order. I will ask people if they would mute their
4 microphones, please, because every time someone
5 talks, the screen shifts to that individual. That
6 would be good. Well, I can't mute mine because I'm
7 talking.

8 This is the May 21, 2020 meeting of
9 the State Employees Retirement Commission, being
10 held remotely through Zoom.

11 And trustees present. Cindy, do you
12 have the list, please?

13 MS. CIESLAK: Certainly. All right. I
14 have Claude Poulin, Mike Bailey, Mark Sciota,
15 Sandra Fae Brown Brewton, Bob Coffey, Sal Luciano,
16 Paul Fortier, Michael Carey, Karen Buffkin.

17 Someone just joined at 6116. Can you
18 let me know who that is?

19 MS. NOLEN: It's Karen Nolen.

20 MS. CIESLAK: Good morning, Karen.

21 All right. We have Karen Nolen. We
22 have Cindy Cieslak. We have Colin Newman. We have
23 Marti Carlson, we have Peter Adomeit, we have
24 John Flores. We have Michael Rose, John Herrington,
25 Natalie Braswell, Alisha Sullivan and Bruce Barth.

1 Did I miss anyone?

2 All right. We are all set, Peter.

3 MR. ADOMEIT: Okay. John Flores, welcome
4 to our meeting and thank you for coming.

5 MR. FLORES: Thank you for having me.

6 MR. ADOMEIT: You're very welcome.

7 We are in compliance with the open
8 meeting laws, which means we have a recording of the
9 meeting, which Cindy has on the computer, and then
10 she sends it out for transcription, and then the
11 transcription is what is posted.

12 I will remind people -- I'm guilty of
13 doing this myself -- when you speak, please state
14 your name at the outset for the benefit of the
15 person who is transcribing.

16 Okay. The Chairman's report, and
17 then after that, I'll do the amendments to the
18 agenda.

19 For some reason, the only person I
20 see on my screen is Claude. I can't see anybody
21 else except on the right.

22 MS. CIESLAK: Peter, at the top, if you
23 would like, there's something that says, "Gallery
24 View." If you click it, you can get -- or it says,
25 "Speaker View," or, "Gallery View." In Gallery

1 View, you'll be able to see everyone.

2 MR. ADOMEIT: Okay. Ah, yes. Thank you
3 very much.

4 The Chairman's report will be brief.
5 First of all, again, I thank everyone who has been
6 participating and making sure that these meetings
7 work and that the Retirement Division is able to
8 fulfill its mission.

9 My guess is everything takes three
10 times longer to achieve than it does when you're
11 not. That's been my experience. Thank you to all
12 of you folks who participate in all of this to make
13 it work.

14 The amendment to the agenda. We need
15 a motion to add the Hartford Housing Authority to
16 the agenda.

17 MR. LUCIANO: So moved.

18 MR. BAILEY: Second.

19 MR. ADOMEIT: All in favor say aye.
20 Opposed nay. The ayes have it. Thank you very
21 much.

22 I'm going to turn the meeting over
23 now to John Herrington.

24 MS. CIESLAK: Real quick, John, before you
25 get started -- I apologize that I'm interrupting.

1 The individual who just joined at 7699, can you let
2 me know who that is?

3 MR. QUIROS: Angel Quiros.

4 MS. CIESLAK: Good morning. Thank you.

5 MS. CARLSON: John, can I hop in just
6 before you? John Herrington?

7 MR. HERRINGTON: Not a problem.

8 MS. CARLSON: Is that okay with you,
9 Chair?

10 MR. ADOMEIT: That's fine. Please
11 proceed.

12 MS. CARLSON: I'm Marti Carlson, deputy
13 comptroller. I just wanted to state that we at the
14 comptroller's office don't think in terms of days of
15 time out because of COVID, we think of cycles. I
16 want to inform all of you that we are on our fifth
17 biweekly payroll cycle completely remotely for State
18 employees. I have 277 employees on staff. 270 of
19 them are on nearly full remote. We also have had
20 three successful retirement payroll cycles
21 completely remotely.

22 In addition to that, after
23 stabilizing -- I think we've been out since like
24 March 13th or 14th. After stabilizing the first
25 couple of cycles, our divisions are now deep into

1 working on their normal everyday projects of
2 reducing backlogs and open enrollment in the
3 health-care cycle.

4 In addition to that, a couple weeks
5 ago -- I can't remember really how long -- the
6 comptroller was asked to negotiate and manage the
7 vendor contracts for mass testing in the State of
8 Connecticut; that is, collections and testing. So
9 we have Kevin and some other staff led by
10 Natalie Braswell negotiating that.

11 In addition to that, the executive
12 staff of the comptroller's office has been tasked
13 with standing up the implementation of mass testing
14 of all State employees, to the capacity with
15 everyone else of 240,000 tests a week by the middle
16 of June. That's not just for State employees.
17 That's for everyone.

18 We're beginning our phase stand-up
19 with those employees of which you represent on the
20 labor side that are front facing and in a larger
21 danger of being exposed to COVID. Those are the
22 health service agencies like DDS and DMHAS and DCF
23 and judicial and DOC.

24 So we are really busy in the front
25 office. We anticipate getting the infrastructure stood

1 up and then being able to hand it off to something
2 that's more permanent, but I just wanted the
3 Commission to know, in particular, that the
4 Retirement Division, which is literally working full
5 remote, has stabilized for the most part and is
6 working on the outside projects, the outside of
7 payroll and not an application processing projects
8 that you're normally hearing from, led by
9 John Herrington, which has not been an easy lift to
10 get everybody safe, at home, and our system working.

11 The comptroller's office is very
12 lucky because we are overwhelming technology with
13 Core-CT, so we have remote access, secure access, to
14 do virtually anything we need to do. We appreciate
15 the Retirement Commission's support of that effort
16 as we move through what's happening on the outside.

17 That's all I have to say.

18 MR. ADOMEIT: Thank you, Marti.

19 Division director's report,
20 John Herrington.

21 MR. HERRINGTON: I guess I would like to
22 echo quite a bit of what Marti has said. These are
23 definitely difficult and challenging times for the
24 Division. These would have been challenging times,
25 even without the COVID and the working remotely. We

1 have a number of initiatives and projects that we
2 need to work through. We continue to adapt to the
3 new technology, and the present circumstances have
4 just kind of accelerated that effort and increased
5 kind of some of the challenges that we're working
6 through.

7 For the month of April, we were
8 really focused on ensuring that we could get the
9 day-to-day work done that needed to be done, and,
10 you know, through May and going forward, we're
11 focusing on some of our longer-term projects.
12 You'll see in the disability -- in the director's
13 report for the disability retirements what we have
14 been able to -- and there really hasn't been an
15 interruption to this our No. 1 priority is to reduce
16 the wait time for individuals who have applied for a
17 disability and have provided all of their medical
18 records. We want to ensure that if those conditions
19 are met that no one's going to wait for longer than
20 six months. We hope that the wait times would be,
21 you know, even shorter than that, but you can see on
22 the numbers that back in September, we had 369
23 pending applications. We continue to have monthly
24 meetings and at this point, we've left -- it's less
25 than half that number. That number has been reduced

1 to 162, and of all of the numbers, that's where you
2 see kind of a consistent reduction in the backlog
3 and we continue to work through that.

4 We had kind of a mid-level month in
5 terms of the number of retirements for May. There
6 were 149 retirements. We were able to process all
7 of those. April was certainly a heavy month, so we
8 are focusing now on the disability backlog
9 reduction. We started that kind of in earnest in
10 the early part of the year. Some of those efforts
11 kind of took a back seat over the past couple of
12 months, but we're working through that process, and
13 hopefully by the end of the summer, we'll be back at
14 the point where we're really focusing and really
15 making some serious headway in terms of reducing
16 those numbers.

17 Some of the challenges that we face,
18 there are some unsettled issues related to the COVID
19 and also some external forces. One of the issues is
20 the proposed consolidation of HR in DAS and the
21 proposal that there would be a consolidation of HR
22 professionals working on retirement, and so we don't
23 necessarily have a timeline for that, but we're
24 working through, with DAS, what that staffing and
25 what that process would look like. There certainly

1 would be efficiencies to be gained and there
2 certainly would be kind of like a heightened
3 understanding of the retirement provisions if we had
4 a dedicated HR unit. The question would be, you
5 know, to what extent all State employees would have
6 access to those resources or resources within the
7 Retirement Services Division, so we need to really
8 think carefully about that and work through both
9 kind of the division of labor and dissemination of
10 information aspects related to that.

11 Another challenge that we're dealing
12 with right now is retirement counseling. Obviously,
13 where we are now, we are no longer having in-person
14 group counseling sessions and, you know, query
15 whether we will, you know, return to that model or
16 will need to modify that model going forward, so
17 we're working through our best efforts at getting
18 the information to the relevant populations in the
19 best way possible.

20 Probably our best path forward is to
21 leverage the technology that we have and, you know,
22 continue our efforts to release the self-service
23 tool to the populations, but that's going to require
24 quite a bit of coordination both within the
25 comptroller's office and with the different

1 agencies, and while there's still some uncertainty
2 in terms of what this will look like with the
3 consolidation, that's a process that continues to
4 evolve.

5 But I will absolutely say that I
6 couldn't be prouder of our staff in dealing with
7 these challenging times and tackling these efforts.
8 I think that the Retirement Division as a whole has
9 done a great job over the past two months, and I
10 expect nothing but more of the same going forward.

11 MR. ADOMEIT: Thank you, John.

12 MS. CIESLAK: Peter, I will note that Sal
13 has raised his hand to speak.

14 MR. ADOMEIT: Go ahead.

15 MR. LUCIANO: I guess a motion is in order
16 for the director's report, to accept.

17 MR. BAILEY: Second.

18 MR. ADOMEIT: Any discussion? All in
19 favor say aye. Opposed nay. The ayes have it.

20 MR. LUCIANO: Point of order.

21 MR. ADOMEIT: Go ahead.

22 MR. LUCIANO: Regarding the director's
23 report, I think it's great that the pension piece of
24 HR is consolidated. I think that's really smart.
25 We had so many agencies giving bad information.

1 Every once in a while, I give Colin something that
2 somebody thought that they had a benefit that they
3 didn't really have because HR just aren't -- don't
4 know what the comptroller knows regarding
5 retirement.

6 On the other hand, I think there are
7 certain -- there's going to be a loss by having HR
8 centralized, and that is knowledge of the agency and
9 how they functioned, you know, in past practice,
10 et cetera. So I think that's going to be -- that
11 piece of it --

12 MS. CARLSON: Can I address that for a
13 second?

14 MR. ADOMEIT: Marti.

15 MS. CARLSON: So, the retirement piece
16 is combined or is going to be a part of the HR
17 consolidation in which the comptroller's office is
18 going to take responsibility for payroll. I've seen
19 the plan. I agree with you, Sal. They need to
20 leave institutional knowledge back at the agencies.
21 I do see a benefit in consolidating specific tasks
22 into super users, because, as you know, there are
23 agency personnel that don't do as well at retirement
24 processing or payroll as others, so the trigger for
25 this is the 2022 retirement surge, and Mark Bissoni,

1 our division director of active and pension payroll,
2 has looked at the numbers and the percentage of
3 eligible payroll and retirement processing employees
4 that are eligible to retire is extraordinary, so
5 we're trying to figure that out.

6 To John's point, you know, having a
7 silo, if you will, of retirement experts or
8 specialists over at DAS in HR will be very helpful,
9 provided they recognize the complexities of certain
10 agencies. I would just point out, DOC retirement
11 applications are extremely complicated, so
12 John Herrington is meeting with DAC -- DAS, rather,
13 on a regular basis to ensure that the capacity to --
14 the capacity and the competence, I guess is what I
15 would say, to handle those complex, you know, 24/7,
16 20 and out, particularly hazardous due to the
17 applications are handled appropriately so we don't
18 have more work than we have now.

19 So, John, you want to add to that?

20 MR. HERRINGTON: So, I think that
21 certainly there are advantages of consolidation. I
22 think Sal raises the point, I think that we're all
23 aware of. There are many cases that we deal with in
24 any given month. The problem is that the employee,
25 the retiree, the spouse, didn't receive the

1 information that they needed at the time that they
2 needed, and to the extent that that's consolidated,
3 you know, five individuals in DAS, you know, 10
4 individuals in DAS or (inaudible) individuals here
5 in Retirement Services Division, there's obviously
6 some problem with that.

7 One of the things that we can do to
8 address that would be to provide, you know, far more
9 information, you know, on our website, but in terms
10 of kind of some of the projects that we're working
11 through, you know, there's quite a bit of work that
12 we need to do before we get to that point.

13 We have had conversations with DAS.
14 What I will say is that there's nothing that's set
15 in stone and we're talking about, you know, a
16 transition to this process that, you know, there
17 always will need to be someone locally available at
18 some agency. I guess the question would be what the
19 communication with that cadre of kind of HR
20 generalists and this one unified unit in DAS, what
21 that would look like, but that's obviously, you
22 know, aside from working, whether we've staffed this
23 properly, kind of the dissemination of information,
24 that's like the concern going down this
25 consolidation road.

1 MS. CARLSON: Sal, to your concern, the
2 comptroller's office, a/k/a, John and I, are going
3 to drive this. There will not be any decisions made
4 at DAS impacting retirement that have not been
5 approved by us.

6 MR. ADOMEIT: Okay. Thank you, both. Any
7 further discussion?

8 We'll move on to new matters. Sal?

9 MS. BUFFKIN: Peter, Mike Rose sent a note
10 to everybody.

11 MR. ADOMEIT: I'm sorry?

12 MS. BUFFKIN: Mike Rose sent a note to
13 everybody.

14 MS. CIESLAK: Peter, Mike would like speak
15 briefly, if you don't mind.

16 MR. ADOMEIT: I don't see the note. Let
17 me exit to full screen. Go ahead.

18 MR. ROSE: Cindy just got an email and a
19 phone call from Dan Mara, who is the attorney on
20 Carter and Kay, and he's asking for the password to
21 get into the meeting. To the extent you'd like to
22 discuss it, you could go into executive session on
23 that topic so we can give our discussion points
24 without being recorded.

25 MR. ADOMEIT: Are you -- is he requesting

1 to be in the executive session, Mike?

2 MR. ROSE: No, no. He's requesting the
3 password for the meeting right now.

4 MR. ADOMEIT: Oh, okay.

5 MR. ROSE: If people don't have a problem
6 with that, we can just give it to him, but we didn't
7 want to do it without discussing it.

8 MR. LUCIANO: Give it to him.

9 MR. BAILEY: Yeah. It's a public meeting.

10 MR. LUCIANO: So long as he excuses
11 himself in executive session.

12 MS. BUFFKIN: We might have to have a
13 separate -- which typically the way you handle that
14 is to have a separate dial-in.

15 MS. BRASWELL: You can ask people to leave
16 the meeting. You can take them out of the meeting.

17 MS. BROWN BREWTON: You can take them out?

18 MS. BRASWELL: Yes.

19 MS. CIESLAK: I'll be able to take them
20 out.

21 There's lot of discussion right now.
22 I'll help the court reporter identify who's
23 speaking, but in the future, please identify who's
24 speaking.

25 I will send him the login right now

1 and, as the host, I'm able to remove people.

2 MR. LUCIANO: Item 1 is on the table, the
3 minutes.

4 MS. CIESLAK: Was there a second?

5 MR. BAILEY: Second.

6 MR. ADOMEIT: Any discussion? All in
7 favor say aye. Opposed nay. The ayes have it.

8 MR. LUCIANO: Motion to move item 2.

9 MR. BAILEY: Second.

10 MR. ADOMEIT: Any discussion? All in
11 favor say aye. Opposed nay. The ayes have it.

12 MR. LUCIANO: Motion to move item 3 with
13 Claude abstaining.

14 MR. BAILEY: Second.

15 MR. ADOMEIT: Any discussion? All in
16 favor say aye. Opposed nay. The ayes have it.

17 MR. LUCIANO: Motion to accept items 4
18 through 6.

19 MR. BAILEY: Second.

20 MR. ADOMEIT: Any discussion? All in
21 favor say aye. Opposed nay. The ayes have it.

22 MR. LUCIANO: Motion to approve items 7
23 and 8.

24 MR. BAILEY: Second.

25 MR. ADOMEIT: Any discussion? All in

1 favor say aye. Opposed nay. The ayes have it.

2 MR. LUCIANO: Motion to move item 9.

3 MR. BAILEY: Second.

4 MR. ADOMEIT: Any discussion? All in
5 favor say aye. Opposed nay. The ayes have it.

6 MR. LUCIANO: Motion to move items 10 and
7 11.

8 MR. BAILEY: Second.

9 MR. ADOMEIT: Any discussion? All in
10 favor say aye. Opposed nay. The ayes have it.

11 MR. LUCIANO: Motion to move items 12
12 and 13.

13 MR. BAILEY: Second.

14 MR. ADOMEIT: Any discussion? All in
15 favor say aye. Opposed nay. The ayes have it.

16 MR. LUCIANO: Motion to move items 14 -- I
17 mean to accept items 14 and 15.

18 MR. BAILEY: Second.

19 MR. ADOMEIT: Any discussion? All in
20 favor say aye. Opposed nay. They ayes have it.

21 MR. LUCIANO: Motion to move items 16
22 and 17.

23 MR. BAILEY: Second.

24 MR. ADOMEIT: Any discussion? All in
25 favor say aye. Opposed nay. The ayes have it.

1 MR. LUCIANO: Motion to move item 18.

2 MR. BAILEY: Second.

3 MR. ADOMEIT: Any discussion? All in
4 favor say aye. Opposed nay. The ayes have it.

5 MR. LUCIANO: Item 19, Hartford Housing.

6 MR. BAILEY: Second.

7 MR. ADOMEIT: All in favor say aye.

8 Opposed nay. The ayes have it.

9 Are we in executive session now?

10 MS. CIESLAK: No. And just to go back to
11 the last item, I don't know if we want to revisit
12 that. There wasn't any point for discussion so I
13 could jump in.

14 The Housing -- Hartford Housing
15 Authority has a written legal memo and it should
16 have went into executive session. There's nothing
17 really to accept or approve at this point, so I
18 don't know if the item 19 motion was appropriate.

19 MR. LUCIANO: I'll withdraw it.

20 MR. ADOMEIT: Okay. Thank you very much.
21 Thank you, Cindy.

22 MR. LUCIANO: Motion to go into executive
23 session regarding VCP status update, limit it to the
24 public forum.

25 MR. BAILEY: Second.

1 MR. ADOMEIT: Okay. Any discussion? How
2 do we exclude people, Cindy, from executive session?

3 MS. CIESLAK: The mover should identify
4 who they're inviting in, and anyone who is not
5 invited in, I will remove. So far there's not been
6 any additional attendees in the meeting.

7 MR. ADOMEIT: All right. Very good. So
8 we'll have a VCP status update report?

9 MR. BARTH: Good morning, everyone.

10 MS. CIESLAK: Hold on, Bruce. I don't
11 think the motion has been voted on. It was moved
12 and seconded.

13 MR. ADOMEIT: I confuse easily at 9:00 in
14 the morning. Thank you very much.

15 All in favor of going into executive
16 session on item No. 1, signify so by saying aye.
17 Opposed nay. The ayes have it.

18 MS. CIESLAK: And you are inviting in
19 legal counsel and John Herrington, Natalie Braswell,
20 and Colin Newman?

21 MR. ADOMEIT: That's correct.

22 (The Commission was in executive session
23 from 9:28 a.m. until 9:47 a.m.)

24 MR. ADOMEIT: I didn't hear you.

25 MS. CIESLAK: * Thank you. Attorney Mara

1 was just invited in because we exited --

2 MR. MARA: I've got to go. I've got a
3 Conference call from Philly.

4 MS. CIESLAK: Attorney Mara is here.

5 MR. ADOMEIT: Hello, Attorney Mara.

6 MR. LUCIANO: I'd like to make a motion
7 that we send Rizzio back to the MEB.

8 MR. COFFEY: Second.

9 MR. ADOMEIT: Any discussion? Hearing
10 none, all in favor say aye. Opposed nay. They ayes
11 have it.

12 MR. LUCIANO: I'd like to make a motion to
13 table Hartford Housing to the next Division meeting.

14 MR. POULIN: Second.

15 Any discussion? All in favor say
16 aye. Opposed nay. The ayes have it.

17 MS. CIESLAK: Pardon my interruption. Can
18 someone tell me who seconded that motion? I believe
19 it was Claude, but I'd like to confirm.

20 MR. POULIN: Claude.

21 MS. CIESLAK: Okay. That was Claude.
22 Just as a reminder, announce who's speaking.

23 MR. LUCIANO: I make a motion to adjourn.

24 MR. ADOMEIT: Do we need a motion on the
25 virtual MEB meetings?

1 MR. COFFEY: This is Bob Coffey.

2 MR. ADOMEIT: Yes, Bob?

3 MR. COFFEY: With respect to the motion on
4 the MEB meetings, I would move that for as long as
5 the State is under emergency management orders from
6 the governor, that anyone who appeals an MEB denial
7 on the basis that he or she was unable to appear to
8 make a statement due to the virtual nature of the
9 MEB meetings, that they be permitted to have the MEB
10 reconsider their application.

11 MR. BAILEY: Second.

12 MR. ADOMEIT: Thank you, Bob.

13 Any further discussion? Hearing
14 none, all in favor say aye. Opposed nay. The ayes
15 have it.

16 MR. COFFEY: Mr. Chairman, I move that the
17 Commission rescind its correspondence that was sent
18 to Panus in 2015 stating that his disability
19 application would be processed and, as a result, the
20 disability application will not be processed.

21 MR. BAILEY: Second.

22 MR. ADOMEIT: Any discussion? Hearing
23 none, in all favor say aye. Opposed nay. The ayes
24 have it.

25 MR. LUCIANO: I believe now a motion to

1 adjourn is in order.

2 MR. BAILEY: Second.

3 MR. STPHAO: All in favor say aye.

4 Opposed nay. The ayes have it.

5 (Concluded at 10:24 a.m.)

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1 STATE OF CONNECTICUT:
: ss: Bristol
2 COUNTY OF HARTFORD :

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4 I, Karen Vibert, LSR No. 00064, a
5 Notary Public for the State of Connecticut, do hereby
6 certify that the preceding pages are an accurate
7 transcription of the Connecticut State Employees
8 Retirement Commission regular meeting held
9 electronically via Zoom, convening at 9:03 a.m., on
10 May 21, 2020.

11
12 Dated at Bristol, Connecticut,
13 this 26th day of May, 2020.

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24 Karen Vibert Karen
Karen Vibert, Notary Public
25 My commission expires: 08/31/2024.



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