

**MINUTES OF THE DOUGLAS PENSION COMMITTEE**  
**MAY MEETING**  
**May 31, 2012**

The following members were present:

Kathy Allen	Lee Behrens	Jennifer Beisheim	Roger Goeser
Mark Foxall	Joe Lorenz	Kathy Kelley	
Lee Lazure	Brad Alexander		

Absent members:

PJ Morgan     Ken Lant

Donn Jones and Glen Gahan and with SilverStone Group were also present.

At 9:05 a.m. Lee Lazure called the meeting to order. The minutes from the April 26, 2012 pension meetings were read and a motion was made by Lee Behrens and second by Kathy Allen to approve minutes as presented. Motion carried.

Donn Jones and Glen Gahan presented the January 1, 2012 actuarial review, pointing out financial highlights and amortization of unfunded accrued liability. There was additional discussion regarding retiree benefit increases, the target funded ratio was 78.8% while the actual funded ratio was 60.0%, future additional discussion may be necessary at a later date. The 2012 retirement plan forecast was also presented pointing out the projection of funded status at the end of 20 years in multiple plan structures including the prior plan structure with both a 7.5% and 8.0% investment return and the new reduced benefit structure for new employees at 7.5% investment return. Donn reported that based on the 2010 plan change we are on target for the most part.

Lee Lazure questioned what can be done to increase our percentage from 69% to the assumed 80%. Donn responded stating that this can be done by increasing employee contributions, increased investment returns, increased number of employees on the reduced benefits plan and possibly scale back benefits.

Kathy Allen questioned how many retired employees are currently back working 20 hours per week. Lee Lazure thought may 80-100 however Kathy Kelley and Joe Lorenz responded stating it is more like 10-15 regardless the numbers are minuscule.

Mark Foxall voiced concerns regarding how losing 39 of his pension contributing employees impacts the pension fund. Jennifer Beisheim also questioned how replacing current employees with contracted services would impact the pension. Kathy Kelley responded stating that again the numbers are minuscule.

The committee was updated on the Disability Report and Summary of Activities report for the month.

There being no other business a motion to adjourn by Roger Goeser and seconded by Lee Behrens. The next regular monthly meeting is scheduled for June 28, 2012 at 9:00a.m.in Room 903.

Respectfully submitted,

Jennifer Beishiem, Secretary