

AGENA is asking you to contact the members of the Retirement Sustainability Work Group before August 30, when the group will be debating the changes to the retirement system that we have discussed at AGENA's last few monthly meetings. The alternatives that the Work Group has been considering up until now – a fairly generous Defined Contribution plan options for new hires – could increase the amount paid for employees who remain in the pension plan, possibly undermining it in the long term. AGENA, at the request of several work group members, has presented alternative changes to address Human Resource's concern that it needs to provide short term workers with a portable defined contribution plan, while at the same time protecting the retirement security of workers in the pension. These alternatives will be discussed at the August 30 meeting.

Please let the work group members know that you are concerned about the retirement system and the proposed changes, and ask them to seriously consider the alternatives AGENA has put forward. The members you should contact are:

Richard Curley, Department of Human Services, AFCSME, AGENA
rcurl2@arlingtonva.us

Jonathan Distler, Department of Technology Services
jdistler@arlingtonva.us

Marcy Foster, work group chair, Human Resources Department. and Executive Leadership Team
mfoste@arlingtonva.us

Anne Gable, Dept of Management and Finance, Employee Council
agable@arlingtonva.us

David Green, Police Department, Employee Council
dgreen2@arlingtonva.us

Myriam Jurado, Department of Environmental Services, AGENA
mjurado@arlingtonva.us

Diane Kresh, Department of Libraries, Executive Leadership Team
dkresh@arlingtonva.us

Michael Peter, Department of Human Services, Employee Council
mpeter@arlingtonva.us

Henny Tejada, Commissioner of Revenue's Office, Employee Council, Alianza
htejada@arlingtonva.us

Kristin Young, Human Resources Department
Kristin_Young@apsva.us

Set forth below are a few points you can raise, but feel free to use your own.

- **Introduction:** I understand that you are a member of the work group looking at changing our retirement system for new hires. That is a very important task affecting all Arlington workers.

- **Overall Concern:** I am very concerned that any changes that might be made might end up hurting our retirement system. I know the work group wouldn't do this intentionally, but the possibility is real.
- **AGENA's Alternatives:** Please take a hard look at the alternatives that AGENA has presented, especially the one about adding a new option to the pension plan. That sounds a lot safer to me.
- **Open Discussion:** Have you talked to AGENA or their consultant about their plans? They have presented a lot of ideas worth discussing.
- **Key Issues:** There are a number of concerns that I ask you to keep in mind:
 - **Protect lower income workers.** The best way to do this is to limit a new plan to senior management workers.
 - **Don't make the benefit too rich.** I hear that the work group is looking at a much higher employer contribution than the private sector offers. This is unnecessary and unfair.
 - **Don't mask what the new plan is costing.** AGENA says that some defined contribution plans require employers to make supplemental contributions to the defined benefit plan to cover legacy costs that new hires would have paid for. We need this protection.

Thank you for your help in making sure that our retirement system continues to work well for everyone employed by Arlington County.