



# ACRE Newsletter

<http://www.acrememphis.org>

Association of  
City Retired Employees

Volume 1, Issue 8

May 2014

## A Message from Our President

Fellow Retirees, I wish I had great news for you, but the City Administration has put forth a budget for the Council which removes \$27 million of the funds required to pay their portion of Retiree Healthcare; their 70% of your premiums leaving only \$2 million in the Other Post Employment Benefits (OPEB) fund. If the Council approves this, it is going to cause irreparable harm, some of you will be driven into poverty, and some of you undergoing critical care right now for some diseases may be denied treatment. It may be a death sentence for many.

The City wants 1500 Post-65 Retirees with Medicare A and B to pay the still exorbitant new 100% premiums they came up with May 1, 2014 described as "more than triple" current rates, beginning January 1, 2015. They say they are looking at an Alternative Medicare Supplement Plan and Part D Rx plan. With prices \$150 to \$300 for single and \$300 to \$600 for couple. I was told they are looking at F, G, or N plans through Cigna, but the drug plan would not be Caremark. After they raised the premiums 3 times normal they say you can get the replacement coverage at 1/3 of the cost. Inflate to cost out and claim they are saving you. You can forget any premiums near what you are paying right now. If you are Post 65 but your spouse is Pre 65 he/she will be sent to the Affordable Care Act (ACA) like the other Pre-65s, with any children you are raising. Further stigmatizing innocent family members and splitting them by age and costs.

The 1400 Pre-65 Retirees will either pay the exorbitant new premiums or leave the City Plan and seek insurance with the Affordable Healthcare Act. Ignoring your pension levels and plans type you would have to choose to try and match what you currently have; the

majority of you could not qualify for subsidies and would have to pay the highest prices well above the \$300 to \$600 suggested. Go and Google "average rates for ACA in Shelby County TN".

The 1100 Post-65 Retirees who never qualified for Medicare, or qualified but only bought Part A or just Part B will be "grandfathered" and the City will continue to pay 70% of cost to their 30% cost. The Mayor confident of his victory sent those of you in this category a letter dated April 30, 2014 writing "I am proposing the City continue to subsidize your coverage". Minimum rate increases.

The new Premiums will be posted as soon as we get them... The first numbers in April were not very reasonable, fair, justified or honorable for all the years you have provided to the Citizens of Memphis. Many of you will suffer negative numbers in each check. Just the 2900 were producing over 50% of the entire City budget for healthcare. The method being chosen to differentiate between these same and equal retirees is criminal. Raising 2900 retiree's premiums over 3 times the 1100 is pure discrimination, inflating 2 groups out of the same insurance the other keeps. It is a blatant tactic constraining your options and forcing you to move like cattle to the slaughter. Astronomical costs will follow this segregated class of retirees causing irreparable harm.

Frankly, there was not a lot of thought put into this. No one at the City bothered to learn the Medicare laws and requirements such as the only time you can buy a Medicare Supplemental Plan and a Part D Rx plan without taking a physical and having your preexisting conditions used against you and denying you coverage is when you have a "Guaranteed Issue Right" when your policy has been terminated through no fault of your

*{continued on page 3}*

### Inside this issue:

<i>St Francis Hospital Out</i>	2
<i>Possible Lawsuit</i>	2
<i>Treasurer's Report</i>	2
<i>Message from the President (continued)</i>	3
<i>ACRE Deaths</i>	3
<i>Mayor's Letter</i>	4
<i>Spousal carve-out</i>	4
<i>Access Only Coverage</i>	5
<i>What to do upon Employee Death</i>	7
<i>Acre Secretary's Report</i>	8
<i>Public Relations Report</i>	8
<i>Membership Report, Darrell White, Chair</i>	8
<i>V.P.'s Message</i>	9
<i>Webmaster's Report</i>	9
<i>Pension Information</i>	10
<i>Application/Form</i>	10
<i>ACRE contact info</i>	10
<i>Pension Fund Totals</i>	10

### ACRE Officers:

- President: Mike Lee
- V. President: Richard McBryde
- Secretary: John Johnson
- Treasurer: Jim Nichols
- Chaplain: Donne Walden
- Chaplain: Jimmy Smith
- Public Relations: Tim Cook
- Sgt At Arms Welborn Marr
- Legal Advisor: Clyde Keenan
- Healthcare: Francis Bradley
- Pensions: Dan Melancon
- Membership: Darrell White
- Membership: Doug Sanders
- Set-up: Gary James
- Bob McCulley
- George Harris, Jr.
- Webmaster: Tim Cook



# St Francis now out-of-network

We have been notified that St. Francis Hospitals and Urgent Care Facilities will no longer be In-Network effective at Midnight, May 31, 2014, this includes:

- St. Francis Hospital, 5959 Park Ave., Memphis, TN
- St. Francis Hospital, 2986 Kate Bond Road, Bartlett, TN
- St. Francis Urgent Care, 853 W. Poplar, Collierville, TN
- St. Francis Urgent Care, 5142 Goodman Road, Olive Branch, MS

We are still having problems getting the benefit in our Medical Plan for an Annual Vision Exam without paying a co-pay. In most cases the Doctor's Office Personnel are not filing the claims correctly with CIGNA as a Annual Vision Exam and the patient is billed for a \$40.00 co-pay. If this happens to you, call the City of Memphis Benefits Office at (901) 636-6800 and Kenya Holmes, CIGNA'S local representative at (901) 748-4143 or (901) 748-4113. Keep in mind in order to receive this benefit, the provider has to be In-Network.

Some Retirees who only have Medicare Part A, have reported that their claims that are not for hospital services have been denied because CIGNA has not received a Summary from Medicare. In cases such as this CIGNA will not receive a Summary. If this happens to you, call the City of Memphis Benefits Office and Kenya Holmes.

Some Retirees have reported to us that they have had claims processed by CIGNA as Out-of-Network, when the Doctors/Providers are actually In-Network. If this happens to you, call the City of Memphis Benefits Office and Kenya Holmes.

We were advised in a City Council Healthcare Oversight Committee Quarterly Meeting at Memphis City Hall on Monday, April 28, 2014, that changes are forthcoming pertaining to Health Care Reform 2015 Compliance Requirements, such as co-pays and deductibles would be considered Out-of-Pocket Expenses. Members of the City of Memphis Healthcare Plans will be advised of these changes in the future by the City of Memphis Benefits Office.

The next City Council Healthcare Oversight Committee Quarterly Meeting at Memphis City Hall, is scheduled for July 29, 2014. This is a meeting that anyone who is interested in the Healthcare Issues we are having can attend. These meetings are usually held in the 5<sup>th</sup> Floor Conference, from 3:30 PM to 5:00 PM. If you plan to attend this meeting, call the ACRE Office a day or two before, in case the date might have been changed.

*Francis Bradley, Healthcare Chairman*

## Procedure for Lawsuit

I have been asked to explain the procedure which will be followed if the Board authorizes me to file suit against the City in regard to health insurance changes. A lawsuit may be filed in federal or state court, depending on the issues that arise out of any dramatic changes. The lawsuit will be filed on behalf of ACRE members only, due to the legal doctrine of "standing" Non-members will have to obtain their own legal counsel if they want to join in the litigation. This will not be a "class action" lawsuit so only the named plaintiffs will automatically qualify for any relief that a Court might order. Such a lawsuit is much like the past promotional lawsuits where only active participants get relief. There will be much more detailed information at the next monthly membership meeting.

*Clyde Keenan, Legal Advisor*

## Abridged Treasurer's Report

The 1st Quarter of 2014 had \$5001.00 budgeted expenses. Actually we spent \$2001.00 this first quarter. However if we have to go into our Legal Fund for litigation against the City of Memphis we could deplete our funds quickly. So, please keep paying your ACRE Dues and if you can add a little more for our Legal Fund, please do.

If anyone has any information on a retiree in the hospital or who has recently died, please notify the ACRE Office so we can help make sure the widow/widower gets everything they are entitled to. The ACRE's Office phone number is [901-525-2615](tel:901-525-2615) & is answered by an elected Officer of ACRE 24/7 unless we are in a meeting or helping another member, in which case you will be called back as soon as possible!

*Jim Nichols, Treasurer*



## Message from our President - (cont.)

own. You must have a letter saying your coverage was creditable and ended on both the Medical and Rx plans. Premiums for Medical will be at individual cost not couples, Premiums for Part D will be individual costs also.

In Tennessee most plans are charged on Age Attainment. What happens to those of you raising a child? You will have to buy an ACA plan. Medicare does not offer a family plan. F Plan [regular deductible] would be comparable to what we have with the City; but they are looking at F, G, and N the latter two adding out of pocket cost. We can really get hurt in the Part D plan if it has a high deductible [some have \$325 for each person] or without some help when you hit the donut hole at \$4,550, the next \$1800 comes out of your pocket until you hit catastrophic coverage. Without the right plan you'll pay 72% of the cost for generic drugs and 47.5% of the price with dispensing fee for brand names, and you might not be able to get what your physician wants for you or go to the pharmacy you choose.

The same situation applies to those 1400 Pre-65 retirees going to the Affordable Healthcare Act [ACA]. On March 17, 2014 the Commissioner of the Tennessee Department of Commerce and Insurance stated "A consumer who chooses to terminate health coverage because a premium increase makes the policy unaffordable will not be considered to have experienced a loss of coverage for purposes of qualifying for a special enrollment period. These consumers may have limited or no access to coverage." The City also said you could get an ACA plan for \$300 to \$600. This was also wrong. ACA comes in metal plans such as Bronze, Silver, Gold and each has levels of coverage. For a family it could go well above \$1,000 dollars and unless you are at poverty you will not be entitled to any of the subsidies.

So that is the worse part of the news. The good news is the Council members don't have to buy into the Mayor's program. Most of them have been and are

still open to listening to our concerns. And make certain you understand the MPA, MFFA, and other trade unions are right alongside us, ACRE is not standing alone in this fight. Notice that no other retirees in Shelby County --in teaching, MLGW, or County government are being threatened like we are. Apparently they have better managers.

We all are talking with the Council members, explaining the harshness of this proposal and the impact on you. As this proceeds you can go to our website for current updated reports. When we ask you to come to City Hall and support us, please do so if you are able. Contact your representatives now; let them know how this will affect your family. You are not just numbers you are human beings and a lot of you are extremely frail, let them know.

None of the other government retirees have the Greater Memphis Chamber of Commerce asking 100 businessmen to contact the Council members to sway their vote; or Memphis Tomorrow advising the Mayor to get rid of them. There is no freedom of the Press or News in this County—they let the Mayor and his cronies stand on the stump anytime and then write editorials praising their position. In Memphis it is the Haves vs. the Have Not's! The rich vs. retired workers! You want a Pilot? Well here it is- we don't need your tax money we can get it off our retirees. Don't ever forget you have a vote at the ballot. And you can influence a large group with all your years of service. We are asking for compassion and compromise, later they will ask for your votes. Remember their compassion toward you!

Don't give up yet; continue to pray that your representatives will get the message out correctly, that the Council will receive that message with an open and caring heart, and that the hard hearts of the Mayor and his followers will recognize the plight of those who will be devastated if this is allowed to continue as proposed. God Bless You All.

*Mike Lee, President*



### ACRE Deaths

**In Memory of OUR Retirees, we say goodbye to the following retirees. Their families are in our thoughts and prayers. Though they have left us, they are never forgotten:**

Jerry C. Davis  
 Graydon Tines  
 Bettye J. Williams  
 Inna Allen  
 Betty Jo Porter  
 John Bond  
 Paul Elrod  
 Grady Logan  
 Daniel J. Tate  
 Reuben Brunson  
 Billy Dungy  
 James Edwards  
 Lester Nix  
 Charles Thurman  
 Raymond L. Douglas  
 Bernard Hadaway, Jr.  
 Mark D. Lewis  
 R. Kyle Aylor  
 Velon Tankersley  
 Lucian G. Weaver  
 Ova R. McCord  
 Richard K. Wilson  
 Raymond Miles  
 William L. Anton  
 William "Bill" White  
 Charles F. Williams  
 Jayne D. Moore



# Letter & Spousal Carve-out

When I was getting toward the end of my Career and thinking about retirement I wasn't worried that something would happen to my Pension or that something would happen to my Healthcare. Why, well because in my 32 years with the City I had never seen the City renege on any of their commitments to their employees or their retirees; and I had never seen a Retiree not get their Retirement Check or be denied their Healthcare Coverage. My reasoning has always been the City made promises to it's employees when they were hired and had always lived up to those promises through good times

and bad times. Now we find ourselves fighting for our life to keep our Family's Healthcare coverage, although we are living up to our end of the bargain. That bargain was - you can keep your insurance but you have to pay the same premium as the employees still working. Now we get a letter in the mail from Mayor Wharton changing all the rules, while knowing full well his changes will devastate many retiree families on Thursday, January 1, 2015. A copy of the Mayor's Letter dated April 30, 2014 is here for your review. The Letter was sent out before your City Council had even seen the 2015 Healthcare Plan Considerations from the Mayor's own Staff.

All those years of protecting the Citizens of Memphis was costly to our health in those years; and now even more so in our later years. Unfortunately we find out that taking that punishment from the criminals, storms, fires, and emergencies in order to protect the citizens doesn't mean anything to the people in power. In fact they are more worried about just one thing now - their bottom line. These are the same people who want to spend \$66 million tax payer dollars to tear down a Mall and then rebuild it; even though it doesn't belong to them and the Mall Owners don't want to sell. I'm sorry I just don't understand these decisions nowadays, nor why they have to treat the workers who built and saved this City so badly.

Now, no one has mentioned the Tobacco Surcharge yet going up from \$50 to \$120. That allows for more money coming in and it so happens that is the max they can charge. They are saving that surprise to go with their New Spousal Carve-out. The current spousal surcharge of \$25 is replaced by a "spousal carve-out". The carve-out requires that spouses with access to other medical coverage not be eligible for the City of Memphis Coverage. It means you can keep your children on your Family Medical Plan but not your spouse. Bet you didn't see that in the Mayor's Letter.





# Access Only Medical Coverage

The **Mayor's Letter** was a big surprise followed by the New OPED Fund Recommendation Summary dated May 1, 2014 from Human Resources Director Quintin Robinson. While reading Director Quintin's New Access Only Medical Coverage, on the face the 1,100 Post-65 retirees without Medicare will be able to continue same as always with their Healthcare and paying the 70/30 split. This was also stated in the **Mayor's Letter**. The retirees on Medicare, well several people have checked out the information about getting supplemental plans and let's just say the Agents Selling the Plans said the information wasn't exactly true. However let's not forget the retirees that are not age 65 yet or their spouses; 1,400 retirees. These people are being thrown to the wolves. First the new Healthcare Laws state you can't just switch from your present insurance to a new policy because of premium costs. Remember the City is not dropping us from coverage. So, we would need to be dropped and a Letter to be able to shop for new insurance. If you are retired you have no "current employer", so you can't get insurance there. If your spouse isn't working she doesn't have a "current employer", so neither of you could enroll in the "spouse's plan". Which means we are left in the cold with no Letter and no chance to get in the State Exchange or the Federal Exchange. In closing I think we all see what this Administration is attempting to accomplish. With this New Plan of Action the City would eliminate approximately 3,000 Retirees from their Healthcare Insurance Rolls. I would have never thought this would happen to a City of Memphis Retiree who worked nearly all their life for the betterment of the citizens of Memphis and the City they loved. You can review the Access Only Coverage below.

## Access Only Medical Coverage

*(Estimated Financial Impact: \$27M savings in FY15)*

- Total of roughly 4,000 retirees in City of Memphis medical plan
  - -1,500 Post-65 retirees with Medicare Coverage (**Move to Access Only Coverage**)
  - -1,100 Post-65 retirees without both Medicare A and B (**Grandfather**)
  - -1,400 Pre-65 Medicare-eligible retirees (**Move to Access Only**)
- "**Access Only Post-65 Medicare Retirees**" – Would pay 100% of the premium to remain in the city's medical plans versus the 30% share they currently pay, premiums would more than triple.
- **Alternative for Post-65 Medicare Retirees** – add Medicare supplement (Medigap) and Medicare Part D prescription drug coverage for \$150 to \$300 per individual or \$300 to \$600 for a couple. \* Medicare supplement would cover expenses not paid by primary Medicare coverage and Part D provides prescription drug coverage. Combined with their Medicare Parts A and B, the retirees would replace city coverage at nearly one-third the cost.
- **Alternatives for Pre-65 Retirees** – City's switch to Access Only would create a special enrollment event that would allow pre-65 retirees to seek coverage through a current employer, enroll in a working spouse's plan \*\* or seek replacement coverage through the federal exchange with monthly premiums costing \$300 to \$600 per individual.
- PwC has conducted an impact analysis that shows moving to Access Only coverage would reduce the OPEB unfunded liability from \$1.3B to approximately **\$300M**.
- "**Grandfathered Non-Medicare Group**" – retirees would continue City's coverage under the current 70/30 cost share arrangement.

\*estimated based on Medicare.gov calculator using zip code 38112. City would sponsor Medicare Supplement (Medigap) plans for the Post 65-group, ensuring lower group rate coverage for all post-65 Medicare Retirees regardless of age, pre-existing conditions

\*\* Approximately 488 Pre-65 retirees have working spouses whose employers offer family medical coverage



# What to Do upon Employee Death

[Revised November 5, 2013] Pg.1

## **What to Do.....Upon the death of an Employee/Retiree**

Many of us are not prepared to handle the necessary arrangements when a family member or loved one passes. However, the Benefits Office is ready and available to assist families whose loved one was a City employee or retiree. Take the following steps **now** to ease the benefits process during such a difficult time:

### **Establish Eligibility/Beneficiary:**

This important step determines who is eligible to receive an employee or retiree's benefits when he or she expires. An employee or retiree's legal spouse is eligible. There is **no longer a time limit for a spouse to be eligible for a retiree's pension**. The eligible spouse is defined as a lawful spouse of a participant, active or retired, as determined by a legally recognized certificate of marriage. Common-law marriage shall not be recognized as valid, regardless of the fact that such marriage may be considered lawful in a state or jurisdiction where the couple lives or formerly lived. A **beneficiary** must be named to receive benefits on Life insurance. Please remember to **keep beneficiary forms current**, failure to do so can cause undue stress and work on your family during a very difficult time.

### **If there is no legal spouse:**

Then a child can benefit, as of any date, if they are the legitimate, legally adopted, or legally recognized son or daughter of a participant who has not reached the age of eighteen (18) and has a legal guardian; or is disabled as defined by medically acceptable clinical and laboratory diagnostic techniques. Regarding eligibility for the purpose of insurance coverage and annuity, he or she must satisfy each of the following conditions:

- Has reached age eighteen (18), but not age twenty five
- Is unmarried
- Is not employed on a full-time basis
- Is in fulltime attendance as a student at an educational institution

### **Survivors' Pension Percentage:**

If the retiree was a member of the 1948 Pension Plan (hired prior to 1978), the eligible surviving legal spouse receives the same 100% amount as the retiree received. If the retiree was a member of the 1978 Pension Plan, the eligible surviving legal spouse receives 75 % of the amount the retiree received.

**If you have not established eligibility**, contact the **Retirement and Pension Benefits** office at **901-636-6800** to request paperwork be mailed to you.

### **Other Benefits**

As of January 1, 2012 the \$5,000 death benefit was restored for retired City Employees. If you choose to fill out the forms and return via mail, they must be notarized. Be prepared to have the participants pension check stopped until all paperwork has been completed, **unless you take a copy of your marriage license to the benefit office at 2714 Union Extended 5<sup>th</sup> Floor, Room 100**. This will allow the survivor to continue to receive the checks and keep benefits until they can get the Death Certificate and formally move the deceased's pension into the survivor's name.

If you don't get the marriage license to benefits, there will be a short time in which the health insurance will be discontinued to allow for conversion (approximately up to six weeks). If you find that your benefits have been terminated, please contact the Benefits Office at 901-636-6800 and they will have you reinstated until the pension conversion is completed. Once the entire process is completed, you will begin to receive your annuity check with the first one retroactive to include all checks that were missed. Any deductions that were missed will also be deducted from your first check. These deductions will reactivate your insurance back to the death of the participant.



# What To Do ..... continued

[Rev Nov 5, 2013] Pg.2

## The following forms must be completed:

1. Dependent's Affidavit Allowance Form – to change the name on the pension check
2. W4P for taxes contact your tax representative
3. Form to continue Health Insurance
4. Life Insurance Claim Form
5. Retirement Benefit Election Form
6. Documents required to claim any benefits are:  
 Original Death Certificate; Copy of Funeral Expenses; Copies of Marriage License; Legal Dependent;  
 Birth certificate

## Contact the Union Representative

If the retiree was a member of a represented group, contact your union representative regarding any benefits that might be available, this would include Memphis Firefighters Association, Memphis Police Association or other represented leaders. A certified Death Certificate will be required.

## Other Information of Interest:

Contact the Veteran Administration if the deceased was a veteran and provide a copy of the DD214 discharge papers to receive a flag; to see additional benefits go on line to [www.usa.gov](http://www.usa.gov) or call 1-800-333-4636.

If the deceased was receiving **Social Security benefits**, it will stop, however, you could be eligible for benefits. If you both were receiving Social Security checks, you will only be eligible for the higher of the two. Immediately contact Social Security and advise of the death to be informed on the available benefits you may be eligible to receive or go on line to [www.socialsecurity.gov](http://www.socialsecurity.gov) or call 1-800-772-1213.

If the deceased and survivor were married and both names were on the title, then the **real estate** passes automatically to the survivor. A copy of the death certificate must be sent to the County register's office for recording. If the parties were married but only the deceased's name is on the deed, then a probate court procedure is required to get title legally transferred. Contact your **automobile insurance company** to delete the deceased name from the policy. If the deceased had any debt, contact those creditors to find out about any outstanding debt and what your liability, if any, is.

## Important Phones Number:

City of Memphis Benefits **901-636-6800** [Toll Free **#1-866-543-4367** For Out of Town City Retirees]  
**(Phone Option #1) If your call is regarding medical, prescription, dental, vision or COBRA Coverage**  
**(Phone Option #2) If you are calling about life insurance, short or long term disability**  
**(Phone Option #3) For retirement, drop plan, pension estimates, or pension disability information**  
**(Phone Option #4) If you are an active or retired employee with payroll, W-2, W-4 or garnishment questions**  
**(Phone Option #5) Tuition Reimbursement Active employees only**  
**(Phone Option #0) Repeat Menu options or stay on line for first available representative**

There is only one physical City Benefit Offices now: **2714 Union Extended 5<sup>th</sup> Floor Room 100**, Memphis. Do not go to City Hall for Benefit changes

Nationwide Solutions	901-323-4154	[Sherri Thomas or Jerry Williams]	901-323-4370
AFLAC	901-866-2190		
ACRE Office	901-525-2615		

Gather and review all your documents now to ensure their accuracy, and place them in a safe and accessible place. Let your family know about all of this, and where these documents are.



# Secretary's Quarterly Report

This Year has proven to be a very challenging year already for all us that are members of ACRE. We are fortunate to have a Board of Directors comprised of elected and appointed individuals who are dedicated to one cause and that cause is to make sure that Retiree's from the City of Memphis get a fair shake when it comes to Retirement Benefits. There is nothing more important to a retiree than to make sure that his or her family receives fair treatment from the City. The board members will continue to serve its members by monitoring the activities of the City Administration and City Council as the Budget will no doubt be an even bigger challenge than last year. We encourage all retirees to continue to support ACRE and contact other retirees who are not members and let them know that someone is watching out for them and to join us. For years ACRE has watched the City from the sidelines. We have now moved down to the playing field and are actively involved for you. In the future as things heat up we may be calling on you to actually get involved in the game with us. More and more challenges are being presented to all the retirees this year, but you can be confident we will do all we can to preserve your benefits. May God bless you and your family.

*John Johnson, Secretary*

## ACRE Public Relations Speaks Out

This year was supposed to be easier than last year because of the hard fought battles we had last year. Well someone should have warned us that politics never sleeps. Your ACRE Officers are not professional politicians and we are being schooled daily, but you know we learn fast and we get the job done. We did our jobs so well before we retired that our City, our Businesses and our Citizens flourished. Now your ACRE Officers are taking all those years of experience and trying to work hand in hand with the City Administration on your behalf.

All that being said, we are contacting everyone we know in an attempt to get the correct unabridged truth to our representatives. Our City Council Members are Part Time employees who serve us to try and make things better for our City

and our Citizens; but they don't have the time to review every piece of information the City Administration puts forth. They each have a Committee they Chair and they try to learn all they can in their Committee so they can pass on the best possible information to their fellow Councilmen before making a decision. But when the Administration bypasses these Committees and uses time restraints to force our Council Members to make quick uninformed decisions that sometimes comes back to haunt them and the citizens. If you think they have it easy come down to City Hall and sit through their Committee Meetings. They are open to the public for all to see. You also would get to hear what was really discussed and not a just short sound bite on the local 10 o'clock news. Be informed!!

If you have any questions or concerns call the ACRE Office number (901) 525-2615 as we try to have an elected official answer that phone 24 hours a day seven days a week unless we're helping someone else, in which case leave a message and we will call you back as quickly as possible.

## Membership Dues Report

We want to thank all of you for keeping your membership dues up to date. We hope to see each of you at the next ACRE Monthly Meeting. Don't forget you can check the ACRE website concerning when your dues will expire. If you have any questions please contact myself at (901) 457-8487 or by e-mail at [drwsr@bellsouth.net](mailto:drwsr@bellsouth.net) or Co-Chair Doug Sanders at (901) 377-3952 or by e-mail at [dugoutdoug4@att.net](mailto:dugoutdoug4@att.net)

*Darrell R. White, Sr., Membership Chairman*





# Vice President's Message

We can always use additional volunteers on our committees. If there is someone you would like to work with or a subject you are very passionate about please let me know and we will find you a slot on that committee. Or if you have some spare time to volunteer, the board will direct you where we need the additional help the most.

Your attendance at the last General Meeting was astonishing. Our attendance continues to grow every month. There were approximately 150 plus at the April Meeting. It was great to see so many of you. Also, thanks to the members that continue to send emails to the City Council requesting support for the Retirees during these Pension & Healthcare talks. Some of you have sent letters to the Mayor and to the Newspaper, and that too is very much appreciated.

If you have any questions, comments, or ideas for your Association, or any major concerns; you may contact me at my ACRE email address: [vice.president@acrememphis.org](mailto:vice.president@acrememphis.org) or leave me a message at the ACRE Office at (901) 525-2615. We hope to see you at our next General Meeting.

*Richard McBryde, Vice President*



★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★  
 ★ You can usually find a lot ★  
 ★ more information concerning ★  
 ★ changes to your HealthCare, ★  
 ★ Pensions, Legal Matters and ★  
 ★ more information from your ★  
 ★ Officers on the ACRE web- ★  
 ★ site located at: ★  
 ★ <http://www.acrememphis.org> ★  
 ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

# Webmaster's Quarterly Report

The ACRE website is currently up and functioning as most retirees know. In the course of setting up Our Website, we learned we needed a way for Members to contact any Board Member or Committee Chairman concerning specific questions by email. All the Board Members and all of the Committee Chairmen now have an email address you can reach them at quickly.

If a member has a specific question or problem they can now email the specific Board Member handling that topic. For instance you can go to [www.acrememphis.org](http://www.acrememphis.org) click on Information, scroll to Officers, then scroll the page until you find the Officer you need to contact. Click on the Officer's Name and an email box will open with the Officer's email address already filled in. All you have to do is complete the Subject Line, write your email and hit send.

If you have a HealthCare question just go to the Health/Ins Page and review the topics for any specific question. We are constantly trying to update and improve that section of our website with the most current answers from the City Benefit's Office.

On the Home Page we have a New Information Section. When we get new and important information we place it here so everyone can access it quickly. Like the link giving you the name, email address, and phone number of the Mayor and the City Council.

Another important aspect is the ACRE Email List. If you are on the email list you get important information quickly and in a timely manner. We try to get our members that are on this list information as fast as possible, and of course if we need your help you also hear about that quickly through our emails.

On Our Website we are trying to make it as user friendly and information friendly as possible. As new technology comes into our reach we will endeavor to incorporate it into your website to make it as easy as possible for you to get the information you want and need. If you have any comments or ideas for your website or information we are missing, please let us know, **we are here for you!**

*Tim Cook, Webmaster*

# Your Pension Information

As of March 2014 the City of Memphis Pension Fund had approximately 2.209 billion dollars with the liabilities of 2.5 billion dollars which indicated that the Pension Fund was approximately 87.31% funded. The Federal Government recommends pension funds are at least 80% funded to be solvent. Only if everyone in the plan were to draw out their money tomorrow, would our pension fund need the additional 300 million dollars to be 100% funded.

Memphis has no choice but to honor those pension obligations to its current retirees and those employees with 10 years or more. Those employees with less than 10 years are subject to any new plans the City will develop. No COLA's (Cost of Living Adjustments) are expected in the future, just more COLD's (Cost of Living Depreciations).

*Dan Melancon, Pension Chairman*

## MEMBERSHIP FORM

Send dues to: A.C.R.E.  
638 Jefferson Avenue  
Memphis, TN 38105

Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Zip \_\_\_\_\_ HPhone \_\_\_\_\_ Cell \_\_\_\_\_

Dept. retired from \_\_\_\_\_ Year \_\_\_\_\_

(Check one) New Applicant \_\_\_\_\_ or Renewal \_\_\_\_\_

Your Spouse's name \_\_\_\_\_

Email address \_\_\_\_\_

Extra amount for Legal Fund enclosed \_\_\_\_\_

Today's Date (MM/DD/YY): \_\_\_\_\_

**DUES: \$25.00 PER FISCAL YEAR**  
(or \$15.00 for surviving spouse)

**THANK YOU FOR YOUR PART IN ACRE!**

## CITY OF MEMPHIS PENSION FUND MONTHLY TOTALS

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2011	\$1.969	\$2.006	\$2.004	No Rpt	\$2.012	\$2.000	\$1.986	\$1.899	\$1.785	No Rpt	\$1.876	\$1.886
	78.76%	80.24%	80.16%		80.48%	80.00%	79.44%	75.96%	71.40%		75.04%	75.44%
2012	\$1.858	No Rpt	\$1.997	\$1.998	\$1.896	\$1.922	\$1.934	\$1.955	\$1.985	\$1.965	\$1.950	\$1.970
	74.32%		79.88%	79.92%	75.84%	76.88%	77.36%	78.20%	79.40%	78.60%	78.00%	78.80%
2013	\$2.034	\$2.036	\$2.075	\$2.116	\$2.107	\$2.039	\$2.069	\$2.053	\$2.116	\$2.174	\$2.183	\$2.203
	81.36%	81.44%	83.00%	84.64%	84.28%	81.56%	82.76%	82.12%	84.64%	86.96%	87.32%	88.12%
2014	\$2.162	\$2.221	\$2.209									
	85.45%	87.78%	87.31%									

At the present time the City of Memphis Pension Fund is in very good shape averaging 85% funded versus its liabilities. This puts Memphis in the top 10% of all U.S. cities with Pension Plans. Above is your Pension Chart for your review. As you can see we have been over 80% funded for more than 15 months now.

**Association of City Retired Employees, 628 Jefferson Ave., Memphis, TN 38105**  
Office: 901-525-2615 Email: [acrememphis@gmail.com](mailto:acrememphis@gmail.com) <http://www.acrememphis.org>