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Director of Utilities
"Committed to Quality"

To: Johnna S. Morris, Director of Finance

From: John K. Tompeck, Director of Utilities

A handwritten signature in black ink that reads "John K. Tompeck".

Re: Changing the Vesting Terms

Date: January 29, 2018

Ref: Your memo of January 11, 2018

In response to the referenced memo, FPUA would be interested in the Retirement Board evaluating a change in vesting from the current ten year requirement back to the five year requirement that was used prior to 2012. We think this potential change could be a benefit to future recruiting, especially for experienced, senior level personnel. Please advise us on the results of the actuarial study when it has been completed.

If you have any questions, feel free to contact me at (772) 466-1600, X-3200.