

From: Kevin L. Bryant
To: 'Tommy' <tommyclamp@yahoo.com>
BCC: 'kevin@kevinbryant.com' <kevin@kevinbryant.com>
Date: 12/14/2016 11:19:59 AM
Subject: RE: Your stance on police retirees return to work

Dear Mr. Clamp, thanks for your patience. I have asked the retirement system for more numeric data, but I want to give you the outlines of my answer to your question. You have noted that your experience is that the earnings cap prevents qualified officers from continuing to serve. That may be the case for departments such as yours, but I assure you that much of the last decade, we heard from many in law enforcement who said that return to work by older personnel stymied the advancement of younger personnel who ended up leaving for better opportunities. Many departments seemed to have the opposite experience, and their stories helped inform our decision.

The other issue with return to work is, of course, the financial one. We know that TERI, one form of return to work, cost the System billions of dollars, both in its literal cost as a benefit and in the interest that cost accrued as time passed. I have asked the System to model the historical impact of other forms of return to work, but I have seen the mathematical projections for PORS currently employed by PEBA, and they show a significant future impact of return to work, even in its current iteration. The model presumes that the number of working retirees will dwindle within the next few years as TERI winds down and the workforce as a whole gets younger, i.e. not eligible for return to work. The cost of the plan also drops significantly; by over 10% in some years. The model also shows that over time, as the workforce again ages, the number of working retirees increases, as does the cost to the plan.

This really makes common sense if you consider that early retirement means that the System must pay out a benefit over a longer period of time, e.g. it costs more. The longer someone works, and the less time they draw a benefit, the less it will cost the System. This has been the explanation from PEBA for as long as I can recall, and their models illustrate it, and it makes sense. That's why we instituted the restrictions.

I hope this helps, and I will update you when I receive more information. But, I do not believe that removing the provisions concerning return to work will help the System.

Sincerely,

Kevin

-----Original Message-----

From: Tommy [mailto:tommyclamp@yahoo.com]
Sent: Tuesday, December 06, 2016 4:29 PM
To: Kevin L. Bryant <KevinBryant@scsenate.gov>
Subject: Re: Your stance on police retirees return to work

That will be good. Perhaps just an answer if and why you would be or are opposed to the retire and return to service.

I will be contacting Senator Gambrell and Representative West for their views as well since they are my representatives. I would find it very difficult to support any member of the legislature who is opposed.

Please feel free to call me Tommy.

> On Dec 6, 2016, at 15:03, Kevin L. Bryant <KevinBryant@scsenate.gov> wrote:

>

> Dear Mr. Clamp, thank you for your email and thank you for your service. I am in Columbia today sitting in our organizational session, but I will respond to your question with some details that I believe are illustrative. Please give me another day or so after we leave Columbia to put that together.

>

> Sincerely,

>

> Kevin

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> -----Original Message-----

> From: Tommy [mailto:tommyclamp@yahoo.com]

> Sent: Sunday, December 04, 2016 2:58 PM

> To: Kevin L. Bryant <KevinBryant@scsenate.gov>

> Subject: Your stance on police retirees return to work

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> Senator Bryant

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> My name is Tommy Clamp. I am currently employed as a law enforcement officer as well as a retiree from SCPORS.

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> I retired in 2012 shortly before the Governor and legislature including you - voted to change the retirement system. I've yet to understand the changes other than to force members to continue working even though they may have been eligible to retire. I am not wealthy and would consider my wife and I to be middle class. I chose to retire and return to work as a benefit to my wife and children should I die. We both are life long members of the Belton Community, Anderson County and the State of South Carolina. She and I are government employees and contribute to the retirement system as a mechanism to aid in the enjoyment of our retirement years.

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> My ENTIRE adult working life has been as a government employee. I have proudly served as a law enforcement officer since 1989. I have served in many capacities from uniform patrol, field training officer, crime scene investigation and as an administrator of a law enforcement agency. As the majority of law enforcement; I don't serve for recognition - I serve to make a difference in both your community and mine.

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> The changes by the Governor and Legislature imposed to PORS has crippled the profession of law enforcement. It forced out many HIGHLY qualified law enforcement officers there by requiring agencies to hire inexperienced and uncertified officers. Experienced men and women in law enforcement are a tremendous asset to your community and mine as well as very difficult and expensive to replace. An estimated cost to certify a police officer is approximately \$10,000.00 for the twelve weeks at the SCCJA. This is a devastating blow to smaller agencies if the individual graduates and decide that the paupers pay, long hours - including Holidays, court appearances, being assaulted and scrutinized - even by our government (i.e. - body worn cameras) is not the PROFESSION for them.

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> I have heard that you are opposed to "double dippers". I would like a moment of your time to get your point of view regarding retirees returning to work. I have yet to determine the meaning of a "double dipper". I am not a financial "Guru" as my higher education is a mere Associates Degree in Public Service with an emphasis in Criminal Justice. My life experiences consist of marriage, two children, only child caring for a parent with early stage dementia while working as many as five jobs to meet a families needs. With many of those life experiences to include investigating "quadruple homicides" to "Emergency Protective Custody" of Vulnerable Adults and neglected children. With that being said, I don't understand the term "double dipping". Retirees returning to service contribute the same percentage as a new member of the system. I see the retire and return to service in the system no different than someone who may have retired from a private corporate sector - drawing a pension and becoming a new member of the retirement system as a second career. Perhaps no different than you as an owner operator of your pharmacy and contributing to the state retirement system - correct?

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> I would like to thank you for you time and consideration. I can be reached by email, cell or home phone. I look forward to hearing your views on the issue.

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> Tommy Clamp

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