

I. Roll Call:

- A. Members Present
 - 1. Paul Schroder
 - 2. Frank Davis
 - 3. Jerald Navick
 - 4. Sarah Kannas
 - 5. James Tetreault, Alternate
- B. Members Absent
 - 1. Joanne Philbrick
 - 2. John A John, Alternate
 - 3. Richard Benoit, Alternate
- C. Others Present
 - 1. Thomas Dawkins, Human Resources Director
 - 2. Brigid Marks, Assistant Human Resources Director
 - 3. Donna DesSureault, Secretary
 - 4. Joseph Ruffo, Comptroller
 - 5. Tim Ryor, Actuary - Hooker & Holcombe, Inc.

II. Minutes

- A. Minutes of Personnel & Pension Board Regular Meeting held on 2/17/2009.
 - 1. Motion to accept the minutes by Jerald Navick, seconded by Sarah Kannas; all in favor.

III. New Business

- A. Discussion of pension valuation report with Tim Ryor of Hooker & Holcombe. Mr. Ryor apologized for any misunderstanding between the Board members and Hooker & Holcombe, noting that any in the future any recommendations would be brought to the Personnel & Pension Board members first as part of the approval process. He passed out information for 3 different assumptions: with no changes to the current ARC (Annual Required Contribution), with an 8.25% investment rate of return, and with an 8.0% investment rate of return. He explained the difference between the 3 assumptions. The total contribution required for FY 08-09 with the 8.25% rate of return was shown as \$2,397,000.00, where the total contribution required for FY 08-09 with an 8% rate of return was shown as \$2,948,000.00. Joseph Ruffo then spoke, noting that the Finance Department does not recommend anything regarding the ARC to Mr. Ryor without going to the Personnel and Pension Board first, and that there had been a miscommunication in the office regarding the correct approval process. He noted that since the budget process begins in September, the Finance Department requests an assumption from Mr. Ryor as the Council requests an estimate of the ARC for the coming fiscal year. He discussed what was done for the 07-08 plan year, and noted that all communities used a 7.5%-8.5% range for a rate of return. After much discussion, no decision was made regarding acceptance of the rate of return to use for the ARC. Paul Schroder thanked Mr. Ryor and Mr. Ruffo for their assistance. Tom Dawkins noted that there was a difference of approximately \$500,000.00 in the total contribution necessary when using the 8% return rate vs. the 8.25% return rate, and that roughly 50% of that amount was the contribution for the General City and 50% for the combined NPU/Board of Ed. amount. He noted that when considering using the 8% vs. the 8.25% return rate, the \$250,000.00 cost would approximately equal the cost of 4 positions, so that if selecting the 8.25% it could possibly save 4 positions from layoff.

- Mr. Ryor asked if the Board wished to approve the 8.25% return rate with the change in the retirement rates and salary scale, and discuss the 8.25% return rate with Marc Shegoski at UBS for the next fiscal year. Mr. Schroder stated that the Board did wish to stay with the 8.25% rate of return for the ARC analysis.
- B. Application from Paul Tetreault, Sr., for a regular Fire Retirement effective 3/18/09. Motion to approve by Sarah Kannas; seconded by Jerald Navick; all in favor.
 - C. Application from Joseph Stahlinski, Maint. Mechanic, NPU, for a regular General City Retirement effective 4/4/2009. Motion to approve by Frank Davis, seconded by Sarah Kannas; all in favor.
 - D. Application and rollover form from Katherine Quattrini, former Technology Coordinator, Bd. of Ed., for a rollover of pension contributions and interest in the amount of \$55,048.99. Motion to approve the application by Sarah Kannas, seconded by Jerald Navick; all in favor.
 - E. Application from Nancy Poitras, Customer Service Representative, NPU, for a regular General City Retirement effective 3/7/2009 in the amount of \$30,124.80 annually. Motion to approve the application by Frank Davis, seconded by Sarah Kannas; all in favor.
 - F. Application from David Plante, Maintenance Mechanic, NPU, for a regular General City Retirement effective 3/4/2009. Motion to accept the calculation by Frank Davis, seconded by Jerald Navick; all in favor.
 - G. Notification of a survivor pension for Geraldine Hoelck, spouse of retiree Alfred Hoelck, who died on 2/23/2009 in the amount of \$46,791.10 annually. Motion to accept the notification and calculation by Jerald Navick; seconded by Frank Davis; all in favor.
 - H. Request from Andrew Beliveau, former Firefighter, for a refund of contributions and interest in the amount of \$4,594.95. Mr. Beliveau resigned on 5/2/2008. Motion to approve the request for a refund by Frank Davis; seconded by Jerald Navick; all in favor.
 - I. Medical bills for payment - no business under this item.
 - J. Employees to be admitted into the City of Norwich Employees' Retirement Fund. Motion to approve all employees listed into the Fund by Frank Davis; seconded by Jerald Navick; all in favor.
 - K. New employees. Motion to accept the new employees listed by Frank Davis; seconded by Sarah Kannas; all in favor.

IV. Old Business

- A. Discussion regarding election terms for the Personnel and Pension Board members. Secretary Donna DesSureau explained the two different sections of the Charter regarding the terms for Personnel and Pension Board members, and read a legal opinion from previous Corporation Counsel Konstant Morell. After discussion, a motion was made by Frank Davis to get a legal opinion from Corporation Counsel Michael Driscoll; seconded by Paul Schroder; all in favor.
- B. Pension calculation for Jeffrey Alfieri, who retired on 2/25/09 from NPU - annual amount = \$70,361.75. Motion to approve the calculation by Paul Schroder; seconded by Frank Davis; all in favor.
- C. Pension calculation for Barbara Lathrop, who retired on 12/24/08 from the Board of Ed. - annual amount = \$9,648.26. Motion to approve by the calculation by Jerald Navick; seconded by Sarah Kannas; all in favor.
- D. Revised calculation for Vivian LaPointe, who retired on 11/6/08 - revision due to the retroactive contract settlement of CILU #11 and Ordinance #1606. Motion to approve the calculation by Jerald Navick; seconded by Frank Davis; all in favor.
- E. Revised calculation for Frances Hastedt, who retired on 9/3/08 - revision due to the retroactive contract settlement of CILU#11. Motion to approve the calculation by Frank Davis; seconded by Sarah Kannas; all in favor.

- F. Status update on Steven Palmer's retirement and Workers' Compensation payments. Discussion merged for both items F and G.
- G. Status update on Jeffrey Giovanni's retirement and Workers' Compensation payments. Secretary Donna DesSureauault noted that she had emailed Attorney regarding beginning payments for both Giovanni and Palmer, asking if the Retirement Plan Act section regarding reducing pension payments while receiving Workers' Comp. payments violated the Workers' Comp. statutes. She noted that Attorney Davis stated that "reducing a pension benefit based on payment of Workers Compensation does not violate any part of the Workers Compensation Act." Motion made by Paul Schroder to begin making non-service-connected disability payments to Jeffrey Giovanni for his retirement effective 10/4/08, with any necessary reductions due to Workers' Compensation payments; seconded by Frank Davis; all in favor. Paul Schroder questioned whether employees should be approved for any disability pensions if there are any outstanding issues, such as Workers' Compensation payments. After much discussion, it was decided that for future applications for a either a service-connected or a non-service-connected disability pension, that Secretary Donna DesSureauault will obtain the following information from the Workers' Compensation carrier (currently PMA):

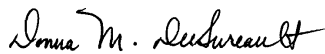
- 1) Whether or not the Workers' Compensation claim has been accepted by PMA.
- 2) Whether or not the employee is currently receiving any Worker's comp. benefits from PMA.

Discussion then moved to the insurance cost shares paid by retirees still receiving Workers' Compensation vs. the amount paid by retirees who are no longer receiving Workers' Compensation payments. Motion made by Frank Davis to table discussing beginning pension payments to Steven Palmer pending a status update from PMA at the next claims review meeting; no second made; no action taken.

V. Adjournment

- 1. Motion by Frank Davis; seconded by Sarah Kannas to adjourn the meeting. All in favor. Meeting adjourned at 7:13 PM.

Respectfully submitted,



Donna DesSureauault, Secretary