

I. Roll Call

Meeting called to order by Paul Schroder at 6:00 pm.

A. Members Present

1. Paul Schroder, Chair (voting member)
2. Scott Suplita, Vice Chair (voting member)
3. Shiela Hayes (voting member – left after Item IV.F.)
4. John John (voting member)
5. Chris Golas (voting member)
6. Andre Rosedale (alternate)
7. Richard Morelli (alternate)
8. Rob Dempsy (seated as a voting member after Item IV.F.)

B. Members Absent

None

C. Others Present

1. Brigid Marks, Director of Human Resources
2. Mike Gualtieri, City Treasurer
3. Sandra Pimentel, P&P Board Secretary
4. Mike Driscoll, Corporation Council (left after Item. III.B.)
5. Attorney Ken Plumb, Metzger Lazarek & Plumb LLC
6. Attorney Jacques Parenteau, Madsen, Prestley & Parenteau LLC
7. John Salomone, City Manager (left after Item III.B.)
8. John Bilda
9. Deb Bilda
10. Attorney Tony Palermino
11. John Barry, Norwich Bulletin
12. Claire Bessette, The Day

II. Minutes

A. Minutes of the June 18, 2019 Personnel & Pension Board Meeting.

Motion to approve the June 18, 2019 meeting minutes made by John John, seconded by Sheila Hayes, all in favor.

III. Old Business

A. Request from Attorney Richard Pascal at the April 2019 meeting, representing Donald Cilley Jr, to meet with the Board at the May 2019 meeting. Additional information disputing the legality of withholding pension payments until the overpayment in a previous year had been satisfied was presented by Attorney Pascal. Sent to Corporation Counsel for review. Tabled to the July 2019 meeting.

After review of the information submitted by Attorney Pascal, Mike Driscoll's opinion is the statute of limitations would not apply. In order to consider the request, changes would have to be made to the existing policies.

Motion to take no action at this time made by Scott Suplita, seconded by John John, all in favor.

B. Request from John Salomone to participate in the Employees' Retirement Fund retroactive to his date of hire. On May 20, 2019 City Council amended John Salomone's contract to include

the option to participate in the City of Norwich Employees' Retirement Plan. He currently is being provided the benefit of a 401a plan. Tabled to the July 2019 meeting for review of the request for retroactive pension plan participation and the existing 401a plan.

Mike Driscoll reported the requested participation is consistent with past practice. Per the contract amendment, the contributions to the 401a would stop if John Salomone was admitted to the pension plan. Mike Driscoll stated John Salomone would pay back the contributions made to the 401a plan.

Motion to admit John Salomone to the City of Norwich Employees' retirement Fund retroactive to his date of hire made by Paul Schroder, seconded by John, John, all in favor. Motion to buyback his prior service to February 1, 2016 within a one year period made by Paul Schroder, seconded by John John, all in favor.

Paul Schroder made a motion to move agenda Item III.C. and agenda Item. IV. C. to follow Item IV.G, seconded by John John, all in favor.

IV. New Business

- A. Reappointment of Paul Schroder and John John for a term to expire on March 1, 2021.
Motion to acknowledge the reappointments made by Shiela Hayes, seconded by John John, all in favor.
- B. Applications for Retirement:
 1. Gregory Arpin, Assistant Building Official, for a normal retirement effective August 1, 2019.
 2. Angelo Callis, Youth and Family Services Coordinator, for a normal retirement effective October 22, 2019.
 3. Carol Wood, Assistant Assessor for a normal retirement effective January 4, 2020.
Motion to approve the applications for retirement made by Shiela Hayes, seconded by John John, all in favor.
- C. Notification of Death:
 1. Arthur LeBlanc, DOD June 30, 2019, who retired from NPU on March 4, 1989. Survivor benefit payable to his spouse, Ruth LeBlanc, in the amount of \$17,594.13.
Motion to acknowledge the notification of death and approve the survivor benefits made by John John, seconded by Shiela Hayes, all in favor.
- D. Review of 2018 service-connected disability outside earnings.
Due to IRS rejection of some transcript requests, we are still waiting for transcripts from resubmissions. William Nash exceeded his outside earnings limit and his pension is rescheduled to start in April 2020.
Motion to accept the 2018 service-connected disability outside earnings report made by Paul Schroder, seconded by John John, all in favor.
- E. Metzger Lazarek & Plumb invoice 16015 dated June 25, 2019 in the amount of \$10,240.
Invoice was withdrawn by Attorney Ken Plumb prior to the meeting. Motion to acknowledge made by Paul Schroder, seconded by Shiela Hayes, all in favor.
- F. New Employees:
Motion to acknowledge the new employees made by John John, seconded by Shiela Hayes, all in favor.

NAME	POSITION	DATE OF HIRE	CITY/STATE
Nicole Doyle	Accounting Clerk - PW	7/1/2019	Norwich CT
Adam Goncalves	Police Officer	7/2/2019	Gales Ferry CT
Katherine Harakaly	Janitor	7/11/2019	Canterbury CT
Brian Long	City Engineer	7/11/2019	Griswold CT

V. (Formerly Items III.C. and IV.C.)

A John Bilda, General Manager-NPU, for a retirement effective April 10, 2019. Ken Plumb provided legal review at the May 2019 meeting and tabled to the June 2019 meeting. John Bilda's application for retirement was approved at the June 2019 meeting pending type and verification of eligibility. Tabled to the July 2019 meeting following a presentation by Mr. Bilda and his attorney.

Paul Schroder reviewed the Board history and actions to date on this item. Based on discussions between legal counsel, Ken Plumb stated for the record that the Board and John Bilda agreed to follow general process to address the pension issues and John Bilda, thru his attorney, will have the opportunity to make a presentation to the board prior to the board decision. Should Mr. Bilda disagree, the board will schedule a special meeting within thirty days to provide the parties the opportunity to present additional evidence.

Motion made by Paul Schroder to accept into the record Attorney Plumb's July 11, 2019 opinion letter and twelve exhibits, the June 17, 2019 letter submitted by Attorney Parenteau on Mr. Bilda's behalf with Exhibits A-G, and the letter dated July 11, 2019 from Attorney Plumb to Attorney Parenteau identifying the issues to be addressed by the Board at this meeting, seconded by John John, all in favor.

Attorney Parenteau made a presentation to the Board on behalf of his client, John Bilda, emphasizing the points in his letter dated June 17, 2019. Attorney Parenteau submitted two additional documents, labeled Exhibit H, for the record: J Bilda Wage Detail (2014-2018) and J Bilda Actual Pay and W-2 Reconciliation.

Motion to accept the two documents, labeled Exhibit H, presented by Attorney Parenteau for the record made by Paul Schroder, seconded by John John, all in favor.

Motion to include the period of service from January 1, 2019 to April 10, 2019 as credited service made by Scott Suplita, seconded by John John, all in favor.

Motion to include the wage increases paid to Mr. Bilda for calendar year 2012-2018 as pensionable income as they were not properly approved by the NPU Board Commissioners made Scott Suplita, seconded by Paul Schroder, all in favor.

Motion to include the deferred compensation wages of 74,291.87 made by Scott Suplita, seconded by Chris Golas, all in favor.

Motion to approve the pension calculation in the annual amount of \$147,297.22 made by Scott Suplita, seconded by Paul Schroder. Scott Suplita, Paul Schroder, Rob Dempsky and Chris Golas voted in favor; John John voted against.

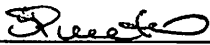
VI. Correspondence

None

VII. Adjournment

Motion to adjourn made by Scott Suplita, seconded by John John, all in favor.
Meeting was adjourned at 7:42 pm.

Respectfully submitted,



Sandra Pimentel, Secretary