

~This is a virtual/remote meeting. ~
~Please call 860-215-8140 to attend. Meeting ID 4038191. ~

I. Roll Call

II. Minutes

- A. Minutes of the June 16, 2020 Personnel & Pension Board Meeting.

III. Old Business

- A. Discussion on the early retirement incentive NPU is offering to employees and how it will affect the pension fund. The NPU Retirement Incentive Program dated May 26, 2020 was distributed. The actuarial effects of the incentive to be discussed with Milliman at the next meeting they are in attendance. Brigid Marks to inquire Chris LaRose if the incentive is being offered as pensionable earnings.

IV. New Business

- A. Investment review with UBS.
- B. Applications for Retirement:
1. Michele Lombardi, Animal Control Officer, for a normal retirement effective June 27, 2020.
 2. Thomas Courey, Custodian-BOE, for a normal retirement effective July 8, 2020.
 3. LeeAnne Myers, Purchasing Associate-NPU, for a normal retirement effective August 5, 2020.
 4. Staci Ballaro, Accounting Generalist, for a deferred retirement effective August 15, 2020.
 5. Susan Koniecko, Paraeducator-BOE, for a normal retirement effective September 1, 2020.
 6. Fawn Walker, Energy Efficiency Programs Coordinator-NPU, for a normal retirement effective August 17, 2020.
 7. Cathleen Paradis, Police Records Clerical Coordinator, for an early retirement effective September 2, 2020.
 8. Rick Smiley, Light Equipment Operator, for a normal retirement effective September 19, 2020.
 9. Stephen Lee, Chief Utility Construction Pipefitter-NPU, for a normal retirement effective January 31, 2020.
 10. Beth Desmond, 911 Dispatcher, for a normal retirement effective March 12, 2021.
 11. Mark Decker, Water Integrity Manager-NPU, for a normal retirement effective April 10, 2020.
- C. Request from Lee-Ann Gomes to rescind her retirement application approved at the February 2020 meeting.
- D. Pension Calculations:
1. William Dewey, retired June 2, 2020. His annual pension is calculated for \$121,214.90. His application was approved at the February 2020 meeting.
 2. William Hathaway, retired June 27, 2020. His annual pension is calculated for \$11,053.64. His application was approved at the October 2019 meeting.
 3. Michele Lombardi, retired June 27, 2020. Her application is on the agenda at this meeting for approval.
 4. Lynn Depina, retired July 1, 2020. Her application was approved at the May 2020 meeting.

5. Randy Black, who retired July 7, 2020. His application was approved at the November 2019 meeting.
- C. Applications for refund/rollover of pension contributions:
1. Melissa Bergeron, Paraeducator-BOE, who terminated effective January 16, 2020. Refund of \$3,295.48 including interest.
 2. Stephanie Castillo, Paraeducator-BOE, who terminated effective July 10, 2020. Refund of \$65.34 including interest.
 3. Joseph Delgado, Field Services Technician-NPU, who terminated June 19, 2020. Refund of \$36,089.05 including interest.
 4. Suzanne Gulotta, Paraeducator-BOE, who terminated effective July 10, 2020. Refund of \$65.02 including interest.
 5. Jessica Goulart, Nurse/LPN-BOE, who terminated effective July 10, 2020. Refund of \$309.27 including interest.
 6. Stacy Harvey, Nurse/RN-BOE, who terminated effective June 30, 2020. Refund of \$814.95 including interest.
 7. Carolyn Impellitteri, Accounting Generalist, who terminated effective July 24, 2020. Refund of \$21,710.56 including interest.
 8. Suzanne Michaud, Payroll Secretary-BOE, who terminated January 30, 2020. Refund of \$19,925.78 including interest.
 9. Jonathan Perry, Computer Repair Tech-BOE, who terminated May 15, 2020. Refund of \$16,596.63 including interest.
 10. Sarah Princiotta, Paraeducator-BOE, who terminated effective July 10, 2020. Refund of \$67.24 including interest.
 11. Krystal Rankin, Paraeducator-BOE, who terminated effective July 10, 2020. Refund of \$481.25 including interest.
 12. Kyle Shanaberger, Custodian-BOE, who terminated effective June 12, 2020. Refund of \$12,723.27 including interest.
 13. Scott Tedford, Custodian-BOE, who terminated effective May 25, 2020. Refund of \$40,131.45 including interest.
 14. Carrien Williams, Paraeducator-BOE, who terminated effective July 10, 2020. Refund of \$480.79 including interest.
- D. Notification of Death:
1. Lorene Flynn-Lenington, DOD July 29, 2020, DRO recipient of James Serwinski who retired from NPU on February 16, 2017. No further benefit due.
 2. Joseph Malespini, DOD August 5, 2020, surviving spouse of Anna who retired from BOE on December 12, 1990. No further benefit due.
- E. Request from Patrick McLaughlin to extend the Streets and Parks Foreman eligibility list for six months.
- F. Milliman invoice for Employee Benefits Statements with the Fee Schedule from their RFP.
- G. New Employees:

NAME	POSITION	DATE OF HIRE	CITY/STATE
Lisa Lapkowski	Accounting Generalist	07/13/2020	Waterford CT
John Covey	Information Technology Manager	08/03/2020	Plainfield CT
Lindsay Potter	Assessment Technician Clerk	08/10/2020	Groton CT

H. Employees to be admitted into the City of Norwich Employees' Retirement Fund:

NAME	POSITION	DATE OF HIRE	ACADAMY GRADUATION DATE	LAST DAY ON PROBATION	REQUEST /EVAL RECEIVED
Jimmy Haring	Recreation Facility Maintainer I	01/06/2020	n/a	07/05/2020	07/06/2020
Katherine Harakaly	Janitor	07/11/2019	n/a	07/10/2020	06/25/2020
Caleb Gulovsen	Laborer	07/15/2019	n/a	07/14/2020	07/01/2020

IV. Correspondence

V. Adjournment