

I. Roll Call

Meeting called to order by Paul Schroder at 5:02pm

- A. Members Present
 - 1. Paul Schroder, Chair (voting member)
 - 2. Rich Morelli (voting member)
 - 3. Mike Dziavit (voting member)
 - 4. Chris Golas (voting member)
 - 5. Bob Pouch (voting member)
- B. Members Absent
 - 1. Gary Gross (alternate)
 - 2. Francis Gavigan (alternate)
- C. Others Present
 - 1. Brigid Marks, Director of Human Resources
 - 2. Evelyn Lopez, Retirement Plan Administrator
 - 3. Michael Driscoll, Corporate Counsel
 - 4. Marc Shegoski, UBS (via phone)
 - 5. David Sears, UBS (via phone)

II. Minutes

A. Minutes of November 15, 2022 Personnel & Pension Board Meeting.

Motion to accept November 15, 2022 minutes made by Chris Golas, seconded by Rich Morelli, all in favor.

III. Old Business

A. Review draft update of the Fire Pension Plan Summary Book

Motion to table to the February 20, 2023 meeting made by Paul Schroder, seconded by Mike Dziavit, all in favor. B. Marks recommended having the Fire Union review the summary book prior to the P&P Board voting on it. The Board agreed.

B. George Gadue, DOD October 11, 2022, who retired from Public Works on March 26, 2019 on deferred unpaid status. A refund of contributions & interest is due in the amount of \$ 124,766.48. Request for legal opinion.

Tabled from the November 15, 2022 meeting.

Michael Driscoll, Corporate Counsel, stated his legal was to NOT accept the beneficiary designation form as it is incomplete. Mr. Driscoll expanded on the pros and cons of accepting the beneficiary form as is. He gave additional information on whether the refund should be sent to the Plainfield, CT or Tennessee probate court. He also suggested that the Human Resources send Mr. Paul Gadue a letter advising him to seek legal advice and inquire to which probate court the refund should be sent. Board members discussed corporate counsel's legal opinion. Motion was made by Mike Dziavit to not approve the beneficiary form and recommend Mr. Paul Gadue to file a request at the probate court and re-submit a request for refund or contribution plus interest, seconded by Bob Pouch, all in favor.

IV. New Business

Paul Schroder made a motion to add an item to the agenda under suspension of rules, A to section IV New Business, seconded by Bob Pouch, all in favor.

A. UBS Investment Recommendations

Marc Shegoski and David Sears from UBS Financial Services, Inc. provided a brief overview of the current market. David Sears advised the P&P Board members that the portfolio is up 3% and the Pension Obligation is up 4% in the past 2 weeks. He also communicated that on Thursday 01/19/2023, \$39 million of Treasury Bills will be maturing. UBS is moving

forward with their plan to input (invest) cash into the stock/bond market and asked the P&P board members for their approval on their recommendations.

UBS recommended the following changes to the portfolio:

1. Invest in the lower side of \$3.611 million in the Index Portfolio
2. Roll over \$ 39 million in 3 month Treasury Bills

Motion to accept recommendations made by Mike Dziavit, seconded by Bob Pouch, all in Favor.

- B. (Formerly A.) Board Members Terms expiring/Nomination of Vice-Chair
Paul Schroder and Rich Morelli confirmed that their terms are expiring 03/01/2023. Rich communicated to the P&P board members that he already submitted request for re-appointment. Chris Golas nominated Rich Morelli as the P&P Board Vice-Chair. Paul Schroder opened the floor to members to cast vote. Nomination was seconded by Mike Dziavit, all in favor.
- C. (Formerly B.) Appointment of Robert Pouch to the Personnel and Pension Board as a regular member at the December 19, 2022 Council meeting.
Motion to accept acknowledge appointment of Robert Pouch was made by Paul Schroder, seconded by Chris Golas, all in favor.
- D. (Formerly C.) 2023 interest rate for employee contributions.

Motion made by Mike Dziavit to accept 2023 interest rates, seconded by Bob Pouch, all in favor.

E. (Formerly D.) Application for retirement:

1. Joseph F. Crowley, Deputy Fire Marshal, for a normal retirement effective October 27, 2023.
2. Angeliki Fonner, Paraeducator – BOE, for a normal retirement effective December 28, 2022.
3. Ernest F. Gladue Jr., Light Equipment Operator, for a normal retirement effective January 7, 2023.
4. Tyffani K. Gordon, survivor of Glenn Gordon – BOE who passed away on December 8, 2022, for a deferred retirement effective December 9, 2022, payable immediately.
Ms. Gordon's pension is calculated for an annual amount of \$ 16,015.26 which is at the surviving spouse rate of 90%.
5. Cheryl Hancin, Recreation Director, for a deferred retirement effective November 29, 2022, payable 03/13/2034.
6. Mark Gaudette, Utility Electrical Engineer, for a deferred retirement effective November 24, 2022, payable 09/20/2044.

Motion to approve retirement applications made by Bob Pouch, seconded by Mike Dziavit, all in favor.

F. (Formerly E.) Pension Calculations:

1. Earl Brown, retired November 19, 2022. His annual pension calculation is \$89,303.21. His application was approved at the September 20, 2022 meeting.
2. Richard Canova, retired November 1, 2022. His annual pension calculation is \$60,441.96. His application was approved at the July 19, 2022 meeting.
3. Mark Gaudette, retired November 24, 2022. His annual pension calculation is \$27,102.85. His application is on the agenda at this meeting.
4. Cheryl Hancin, retired November 29, 2022. Her annual pension calculation is \$10,285.21. Her application is on the agenda at this meeting.

5. Michael Kirby, retired December 1, 2022. His annual pension calculation is \$60,250.41. His application was approved at the November 15, 2022 meeting.
6. Jeanne M. Kurasz, retired December 17, 2022. Her annual pension calculation is \$ 68,107.45. Her application was approved at the September 20, 2022.
7. Judith Rizzuto, retired December 31, 2022. Her annual pension calculation is \$ 27,553.81. Her application was approved at the July 19, 2022 meeting.
8. Diane Wawrzynowicz, retired November 12, 2022. Her annual pension calculation is \$ 19,333.18. Her application was approved at the September 20, 2022 meeting.
9. Thomas Williams, retired November 3, 2022. His annual pension calculation is \$ 69,395.99. His application was approved at the September 20, 2022 meeting.

Motion to approve the pension calculations made by Rich Morelli, seconded by Mike Dziavit, all in favor.

G. (Formerly F.) Notifications of Death:

1. Josephine Cilley, DOD December 3, 2022, surviving spouse of Donald Cilley Sr., who retired from the Fire Department on July 5, 1984. No further benefit due.
2. Albert H. Giroux, DOD 12/09/2022, who retired from NPU on May 14, 1996. Survivor benefit to be paid to his spouse, Suzanne, in the amount of \$ 29,045.15.
3. Alfred F. Jonasch, DOD November 23, 2022, who retired from the Fire Department on July 19, 2002. No further benefit due.
4. Karen T. Samokar, DOD November 27, 2022, who retired from the BOE on July 1, 2005. Survivor benefit payable to her spouse, David, in the amount of \$ 8,142.64.
5. Antonio Scolaro, DOD November 8, 2022, who retired from the Fire Department on January 17, 1996. Survivor benefit payable to his spouse Mary, in the amount of \$ 33,606.38.
6. Helen Therrien, DOD January 2, 2023, who retired from the Police Department (Police Records Computer Operator) on May 01, 2002. No further benefit due.

Motion to acknowledge notification of deaths made by Bob Pouch, seconded Mike Dziavit, all in favor.

H. (Formerly G.) Employees to be admitted into the City of Norwich Employees' Retirement Fund:

Motion to admit the following employees into the City of Norwich Employees' Retirement Fund made by Mike Dziavit, seconded by Chris Golas, all in favor.

NAME	POSITION	DATE OF HIRE	ACADAMY GRADUATIO N DATE	LAST DAY ON PROBATION	REQUEST/EVAL RECEIVED
Melissa Bergeron	Paraeducator	04/28/2022	N/A	11/14/2022	11/22/2022
Mallory Boulay	Registered Behavior Tech.	11/18/2022	N/A	N/A	11/22/2022
Devon Colburn	Custodian	05/09/2022	N/A	11/16/2022	11/22/2022
John Gorman	Civil Engineer	06/13/2022	N/A	12/13/2022	12/13/2022
Jessica Labonte	Custodian	04/26/2022	N/A	10/26/2022	11/09/2022
Kenneth Olszewski	Laborer	11/15/2021	N/A	11/15/2022	11/15/2022
Matthew Pagan	Police Officer	06/02/2021	12/23/2021	12/22/2022	12/06/2022

Lukas Poore	Apprentice Line worker	05/16/2022	N/A	11/16/2022	11/16/2022
Beckett Scannelli	Police Officer	06/02/2021	12/23/2021	12/22/2022	12/06/2022
James Searles	Rec. Fac. Maintainer I	06/13/2022	N/A	12/13/2022	12/13/2022
Bailey Tracy	Registered Behavior Tech	11/07/2022	N/A	N/A	11/23/2022
Jameson Zajac	Apprentice Line worker	05/31/2022	N/A	11/30/2022	12/05/2022

I. (Formerly H.) New Employees:

Motion to acknowledge new employees made by Mike Dziavit, seconded by Bob Pouch, all in favor.

Name	Position	Date of Hire	City/State
Michael Bates	Police Officer	01/11/2023	Plainfield, CT
Melissa Bergeron	Paraeducator	04/28/2022	Canterbury, CT
Mallory Boulay	Registered Behavior Tech.	11/18/2022	Griswold, CT
Elizabeth Bull	Community Caseworker	11/28/2022	Jewett City, CT
Devon Colburn	Custodian	05/09/2022	Norwich, CT
Kendra Cook-Eggert	Administrative Specialist	01/09/2023	Taftville, CT
Pamela Derouin	Records Clerk	01/09/2023	Waterbury, CT
Ryan Dunn	Police Officer	01/11/2023	Colchester, CT
Judith Flores	Police Records Clerk	12/19/2022	Norwich, CT
Trent Gauthier	Utility Construction Pipefitter	01/03/2023	North Franklin, CT
Santana Harrison	Community Caseworker	11/28/2022	Quaker Hill, CT
Scott Joly	Laborer	01/03/2023	Putnam, CT
Anthony Leeman-Buzzella	Custodian	05/16/2022	Groton, CT
Conan Meadows	Apprentice Control Room Operator	11/21/2022	Norwich, CT
Austin Newsome	Laborer	01/03/2023	Norwich, CT
Cody Nichols	Police Officer	01/11/2023	Fairfield, CT
Nancy Tanguay	School Nurse	08/26/2022	New London, CT
Bailey Tracy	Registered Behavior Tech.	11/07/2022	Windham, CT
Linda Tristany	Police Records Clerk	12/12/2022	Griswold, CT
Robin Young	School Nurse	08/26/2022	Mansfield, CT

IV. Correspondence

None

V. Adjournment

Motion to adjourn made by Bob Pouch, seconded by Rich Morelli, all in favor. Meeting adjourn at 5:37pm.

Respectfully submitted,

 Evelyn Lopez, Secretary