

### Call to Order

The meeting was called to order by Chairman Morris at 7:30 a.m. in the Third Floor Selectmen's Conference Room A. The meeting was taped but not live cablecast.

In attendance were Chairman Michael Morris, Steven Caron and Thomas Hartwell. Also in attendance were Finance Committee Liaison, John Barry and Finance Director, Donna Walsh. Absent were Mark Baldwin, Mark Wickersham, Selectmen Liaison Robert Landry and School Committee Liaison Paula Colby-Clements.

### Approval of Minutes – July 23, 2015

Upon motion duly made by Mr. Hartwell and seconded by Mr. Caron, it was unanimously voted to approve the above minutes. Motion passed 3-0.

### Presentation by Jim Powers of Powers and Sullivan, Auditors

Mr. Morris introduced Mr. Powers, who was invited to summarize the implications of the new GASB 74 and 75. Mr. Hartwell asked him if other municipalities were contributing funds to stabilization funds or irrevocable trust funds. He replied the majority are contributing to the latter. He also added that he supported this practice, since Moody would look at this practice favorably as active ongoing reduction of the town's liability.

He also discussed the rationale for using the various discount rates up to the "crossover point" when the trust funds will run out. Other topics discussed were the pros and cons of early adoption. It was pointed out that even though an early adoption would afford the town real numbers for the purpose of educating residents on the problem, the actuarial work involved may not be realistically achievable.

Mr. Powers also summarized the key points to be included in the GASB written plan, including a) the specific benefit plan offered active and inactive employees; and b) policy on investment of funds. Mr. Powers agreed to provide the Committee samples of various municipal plans of clients.

Mr. Hartwell pointed out that the new actuarial reports reflect a realistic increase in health insurance, previously reported at 5%. Mr. Morris pointed out that elected officials would be in attendance at next meeting to discuss all key issues of the Committee.

### Presentation by Candace Hall and Rita Marconi of Human Resources

Ms. Hall reported that until July 1, 2016 state law prohibits any changes to the contribution rate for retiree health. She also pointed out that the recruitment and retention of qualified candidates into the public sector demanded the inclusion of a viable retirement plan and benefits just as in the private sector. In answer to Mr. Hartwell's question, Ms. Marconi reported that there are approximately 120 school and 20 town part-time employees. Mr. Hartwell pointed out that if a new employee was not eligible for benefits, under Section 32B that employee would not qualify for retirement benefits. Ms. Marconi will followup with written reports of above data and the number of employees who had "bought back" time not originally eligible for retirement. Ms. Hall also suggested that Ken Lombardi, the town employee benefits consultant, would be a good source of information. Ms. Walsh will also provide a report of total compensation of employees.

**Public Participation**

Ms. Martel, an active employee in the division of CD&P, addressed the Committee. As a 29-hour-week nurse for the past 28 years, she expressed concern that she and dedicated “part-time” employees would be adversely affected by increasing eligibility requirements from 20-30+ hours. She added that she and employees like her in the public sector have never paid into the social security system and depend solely on their municipal retirement benefits. She also added that her division has had a hard time retaining employees at 20/hours/week resulting in poor continuity and delivery of services and that reducing part-time positions from 20 to 19/hrs/week would further negatively impact department services.

**Next Meeting**

The next meeting is scheduled for Thursday, September 3<sup>rd</sup> at 7:30 AM. Representatives L’Italien, Lyons and Moran were invited to attend

**Adjournment**

Upon motion duly made by Mr. Caron and seconded by Mr. Hartwell, it was unanimously voted to adjourn. Motion passed 3-0.

Meeting adjourned at 9:10 a.m.

Respectfully submitted,

Christine Martin Barraford  
Recording Secretary