

### 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, Vice-Chairman Mark Baldwin, Steven Caron and Thomas Hartwell. Also in attendance were Town Manager Andrew Flanagan, Finance Committee Liaison John Barry, Selectman Liaison Robert Landry and Board of Selectmen Chair Mary O'Donoghue. Absent were School Committee Liaison Paula Colby-Clements and Donna Walsh Finance Director.

### Draft Report of Recommendations Discussion

Mr. Morris opened the discussion on the draft report of recommendations prepared by Mr. Hartwell (see attached.) He suggested that the column headings "Primary Recommendation" be changed to "Majority Recommendation" and "Alternative Recommendation" be changed to "Minority Recommendation" to more clearly reflect the vetting of opinions of the four members of the Committee.

**Draft Recommendation #1** - Eligibility to participate in the town's pension plan shall be increased from 20 hours to full-time (needs to be defined) for all **new** employees.

Following discussion, and upon motion duly made by Mr. Morris and seconded by Mr. Hartwell to approve draft recommendation #1, motion failed 2-2.

Mr. Morris stated the need to "start somewhere" and create a "building block" that would give the Board of Selectmen a workable tool with which to generate reform.

Further discussion included the following points:

- a) Defined benefit vs. defined contribution; create standard of full-time service;
- b) From a human resources perspective, allow for flexibility of workers in and out of the job market as life circumstances change and dictate part-time or full-time employment;
- c) Give credit for cumulative service hours worked over a non-consecutive period of time;
- d) Retirement boards of some towns have already made changes to eligibility for pension from part-time to full-time, and defined full-time as 1,690 hours/year (Reading) over a ten-year period;
- e) Mr. Hartwell noted that approving the hiring of part-time employees at the Board of Selectmen meeting this past Monday may have resulted in an OPEB commitment from the town of approx. \$1M:

- f) Communicate to all parties the unsustainability of current path and why changes are good for town/employees/retirees;
- g) Greater accountability of retirement board to recognize and adapt to town's changing financial picture;
- h) Ability to implement change subject to retirement board's "link in the chain".

Following discussion, and upon motion duly made by Mr. Morris and seconded by Mr. Hartwell to approve draft recommendation #1, motion failed 2-2.

Discussion then ensued on the following points:

- a) Present eligibility of 20 hours and ten years' vestiture was extremely aggressive and called for reform;
- b) Increasing hours to 30 instead of full-time of 37.5/40 hours is right step in right direction and would be palatable while providing flexibility for incentive;
- c) The option of pro-rating eligibility;
- d) Need to preserve ability to attract quality part-time workers;
- e) Need to pass a recommendation that was "implementable";
- f) A vote of majority of issues fully vetted sends powerful message; need to compromise among members;
- g) Employee has lifetime to accumulate needed creditable service;

Following discussion and upon motion duly made by Mr. Baldwin and seconded by Mr. Caron, it was agreed to modify Draft Recommendation #1 by changing 20 hours to 30 hours and so approved with a vote of 3-1, with Mr. Hartwell voting against. Mr. Hartwell stated he felt strongly the recommendation should remain with the "full-time language" and his recommendation would be in the minority recommendation column.

#### **Audience Feedback**

Mr. Morris opened the floor to audience participation. There was none.

#### **Concluding Remarks**

Mr. Morris concluded the meeting by emphasizing the need for the Board of Selectmen, Town Manager and a coalition of all municipalities to come together and "turn the heat up" on the legislative delegation to address the problem at the state level.

He noted that any suggestions/modifications to the report should be sent to Christine.

**Next Meeting**

January 21, 2016 @ 7:30a.m.

**Adjournment**

Upon motion duly made by Mr. Hartwell and seconded by Mr. Caron, it was unanimously voted to adjourn.  
Motion passed 4-0.

Meeting adjourned at 8:58 a.m.

Respectfully submitted,

Christine Martin Barraford  
Recording Secretary

*Attachments: Draft Report of Recommendations*