

- I. Roll Call**
- II. Minutes**
 - A. Minutes of the November 18, 2025 Personnel & Pension Board Meeting.
- III. Old Business**
 - A. **Email from former Mayor Nystrom**
 Tabled from the November 18, 2025 meeting.
- IV. New Business**
 - A. **Milliman’s July 01, 2025 Pension Valuation results review**
 - B. **City Council reappointment of Paul Schroder (R) – Regular Member to the P&P Board**
 - C. **2026 interest rate for employee contributions**
 - D. **Application for Retirement:**
 - 1. Susan MacGregor, Admin. Assistant – BOE, for a deferred retirement effective October 11, 2025, payable November 08, 2026.
 - 2. William G. Ryan, GIS Analyst - NPU, for a normal retirement effective February 18, 2026.
 - 3. Robert L. Smith, Police Officer, for a normal retirement effective January 16, 2026.
 - E. **Pension Calculations:**
 - 1. Bonnie Cuprak, Council Secretary, retired December 02, 2025. Her annual pension calculation is \$8,353.54. Her application was approved at the November 18, 2025 meeting.
 - 2. Eric McDermott, Electric Operations Integrity Manager, retired November 29, 2025. His annual pension is \$43,078.89. His application was approved at the October 21, 2025 meeting.
 - F. **Applications for refund/rollover of pension contributions:**
 - 1. Leia Burns, Records Clerk, who terminated effective November 07, 2025. Refund in the amount of \$11,060.30 including interest.
 - 2. Ryan O’Connell, Police Officer, who terminated effective November 12, 2025. Refund in the amount of \$115,323.98 including interest.
 - G. **Notifications of Death:**
 - 1. Rita Dugas, DOD November 30, 2025, who retired from BOE on March 27, 1997. Survivor benefit to be paid to her spouse Robert L. Dugas, in the annual amount of \$4,772.85.
 - 2. Robert S. Cave, DOD December 5, 2025, who retired from NPU on April 09, 2001. Survivor benefit to be paid to his spouse Darlene Cave once P&P Board verifies and confirms that Mrs. Cave is the beneficiary of Robert Cave. Annual survivor benefit is in the amount of \$12,583.18.

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

NAME	POSITION	DATE OF HIRE	ACADEMY GRADUATION DATE	LAST DAY ON PROBATION	REQUEST/EVAL RECEIVED
Griffin Bellavance	Firefighter	08/20/2024	12/05/2024	12/04/2025	11/24/2025
Maximillian Kuczorski	Firefighter	08/20/2024	12/05/2024	12/04/2025	11/24/2025
Megan Langford	ISS Supervisor	09/19/2025	N/A	N/A	11/26/2025
Patricia Mullins	Director of Community Development	06/23/2025	N/A	12/22/2025	12/22/2025
Eraclito Rapuano	BCBA	10/20/2025	N/A	N/A	11/26/2025

Valeria Yraita	Executive Assistant to the Mayor	12/02/2025	N/A	N/A	12/08/2025
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I. New Employees:

Name	Position	Date of Hire	City/State
Abimeleck Caraballo	Police Officer	01/07/2026	Jewett City, CT
Kyle Knowow	Laborer	12/01/2025	North Franklin, CT
Megan Langford	ISS Supervisor	09/19/202	Baltic, CT 06330
Timothy McDonald	Laborer	12/01/2025	Taftville, CT
Alejandro Melchiorre	Police Officer	01/07/2026	Beacon Falls, CT
Haven Mish	Police Officer	01/07/2026	Jewett City, CT
Emily Price	Administrative Specialist - Planning	12/08/2025	Norwich, CT
Jed Soberal	Firefighter	12/01/2025	Colchester, CT
Pabel Tapia	Janitor	11/24/2025	Norwich, CT
Valeria Yraita	Executive Assistant to the Mayor & Community Liaison	12/02/2025	Norwich, CT

IV. Correspondence

The Pomerantz Monitor

V. Adjournment

