

- I. Roll Call**
- II. Minutes**
  - A. Minutes of the January 20, 2026 Personnel & Pension Board Meeting.
- III. Old Business**
  - A. **2007 Cola Report**
  - B. **Milliman's Experience and Cola study cost**
  - C. **Executive Assistant to the Mayor & Community Liaison job description**
- IV. New Business**
  - A. **UBS Investment review**
  - B. **Application for Retirement:**
    - 1. Robert R. Castronova, Purchasing Agent, for a deferred retirement effective June 27, 2026, payable immediately.
    - 2. Robert Nash, TR/ Auto/Equipment Mechanic, for a normal retirement effective February 10, 2026.
    - 3. Tenley G. Nelson, Revenue Collection Clerk, for a deferred retirement effective January 31, 2026, payable December 12, 2028.
  - C. **Pension Calculations:**
    - 1. Christopher LaRose, NPU General Manager, retired January 03, 2026. His annual pension calculation is \$150,392.90 with a 50% joint & survivor benefit reducing his pension to \$140,466.97. His application was approved at the November 18, 2025 meeting.
    - 2. Robert Smith, Policier Officer, retired January 16, 2026. His annual pension calculation is \$ 57,085.84. His application was approved at the January 20, 2026 meeting.
  - D. **Applications for refund/rollover of pension contributions:**
    - 1. Matthew Aubin, Assessment Analyst, who terminated effective January 04, 2026. Refund in the amount of \$25,084.11 including interest.
    - 2. David Boscana-Santiago, Laborer, who terminated effective January 09, 2026. Refund in the amount of \$10,623.17 including interest.
    - 3. Melanie Concepcion, 911 Emer. Dispatcher, who terminated effective January 02, 2026. Refund in the amount of \$2,183.80 including interest.
    - 4. Stasia Czernicki, Police Officer, who terminated effective November 08, 2025. Refund in the amount of \$17,327.29 including interest.
    - 5. Alyssa Diaz, Early Learning Educator - BOE, who terminated effective January 08, 2026. Refund in the amount of \$2,402.21 including interest.
    - 6. Yairiahna Perez, Revenue Collection Clerk, who terminated effective January 09, 2026. Refund in the amount of \$ 1,844.57 including interest.
    - 7. Alexander Wojcik, Police Officer, who terminated effective October 31, 2025. Refund in the amount of \$ 29,989.78 including interest.
  - E. **Notifications of Death:**
    - 1. Francis L. Barron, DOD February 02, 2026, who retired from Public Works on November 25, 1995. No further benefit due.
    - 2. Mark Gladue, DOD January 02, 2026, who retired from Public Works on September 10, 2016. No further benefit due.
    - 3. Charles C. Whitty, DOD January 29, 2026, who retired from Norwich Housing Authority on September 15, 2018. No further benefit due.
  - F. **Eligibility List Extension:**
    - 1. Request from Chief Daley, to extend the Police Sergeant eligibility list for six (6) months. The list expires March 21, 2026.

**G. 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
Anthony Martin	Custodian	07/08/2025	N/A	01/09/2026	01/12/2026
Bethany Perry	Administrative Assistant	08/18/2025	N/A	11/17/2025	01/20/2026

**H. New Employees:**

Name	Position	Date of Hire	City/State
Nathan Cone	Laborer	02/09/2026	Lebanon, CT
Madison Difrancesca	Police Records Clerk	01/26/2026	Lebanon, CT
Anthony Martin	Custodian	07/08/2025	New London, CT
Bethany Perry	Administrative Assistant	08/18/2025	Norwich, CT
Peggy Wagner	Police Records Clerk	02/09/2026	East Lyme, CT

- IV. **Patrick McMahon's Pension adjustment draft**
- V. **2025 P&P Board Attendance Log**
- VI. **Correspondence**  
 Kevin Ashley's request to join Employees' Retirement Fund  
 The Pomerantz Monitor
- VII. **Adjournment**