

I. Roll Call

Meeting called to order by Paul Schroder at 5:00pm.

A. Members' Present

1. Paul Schroder, Chair (voting member)
2. Chris Golas, Vice Chair (voting member)
3. Mike Dziavit, (voting member)
4. Mary Osten, (voting member)
5. Patrick McMahon, (appointed alternate)

B. Members Absent

1. Bob Pouch, (voting member)
2. Gary Gross, (alternate)

C. Others Present

1. Robert V. Scalise, HR Director
2. Evelyn Lopez, Retirement Plan Administrator
3. Joshua Pothier, Comptroller
4. Robert Buckley, City Treasurer
5. Marc Shegoski, UBS (via phone)
6. David Sears, UBS (via phone)

II. Minutes

A. Minutes of the January 20, 2026 Personnel & Pension Board Meeting.

Motion to accept the January 20, 2026 minutes was made by Chris Golas, seconded by Mike Dziavit, all in favor.

III. Old Business

A. 2007 Cola Report

Motion to tabled item to discuss later along with Patrick McMahon's new business was made by Paul Schroder, seconded by Mike Dziavit, all in favor.

B. Milliman's Experience and Cola study cost

Motion to acknowledge Milliman's Experience and Cola study cost and to refer to it later on today's meeting was made by Paul Schroder, seconded by Mike Dziavit, all in favor.

C. Executive Assistant to the Mayor & Community Liaison job description

Motion to acknowledge the Executive Assistant to the Mayor & Community Liaison job description was made by Paul Schroder, seconded by Chris Golas, 4 members in favor and one board member (Patrick McMahon) abstained from voting.

IV. New Business

A. UBS Investment review

Marc Shegoski and David Sears from UBS Financial Service Inc. provided a brief market overview. They talked about the performance, interest rates, inflation and challenges with the current stock market. David Sears discussed in detail the asset allocation report/study and reviewed the portfolio. The pension fund asset allocation as of December 31, 2025 was 70.8% equity, 27.2% fixed income and 2% real estate. The OPEB fund asset allocation as of December 31, 2025 was 73.3% equity and 26.7% fixed income. UBS had no recommendations for the portfolio. UBS to prepare a new investment policy draft for the June 2026 meeting. Paul Schroder would like to provide retirees with a letter that outlines annual returns and expenditures for the pension fund. HR to prepare a draft for P&P Board members to review for the next meeting

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.

Motion to approve retirement application made by Patrick McMahon, seconded by Mike Dziavit, all in favor.

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, Policer Officer, retired January 16, 2026. His annual pension calculation is \$ 57,085.84. His application was approved at the January 20, 2026 meeting.

Motion to approve pension calculations made by Mike Dziavit, seconded by Chris Golas, all in favor.

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.

Motion to approve refund/rollover applications made by Chris Golas, seconded by Mike Dziavit, all in favor.

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.

Motion to acknowledge notifications of deaths made by Patrick McMahon, seconded by Mike Dziavit, all in favor.

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.

Motion to extend the Police Sergeant eligibility list for six (6) months was made by Mary Osten, seconded by Mike Dziavit, all in favor.

G. Employees to be admitted into the City of Norwich Employees' Retirement Fund:

Motion to acknowledge new employees made by Mary Osten, seconded by Chris Golas, all in favor.

| 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:

Motion to acknowledge new employees made by Mike Dziavit, seconded by Chris Golas, all in favor.

| 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

Motion to table Patrick McMahon's pension adjustment draft to the March 17, 2026 meeting was made by Chris Golas, seconded by Mike Dziavit, all in favor.

Paul Schroder is requesting for Milliman to prepare three (3) different pension adjustment scenarios (one of the scenarios to include Patrick McMahon) at a cost of \$10,000 for the P&P Board members to review at the next meeting.

Motion to approve request and cost for scenarios was made by Chris Golas, seconded by Mike Dziavit, all in favor.

V. 2025 P&P Board Attendance Log

Motion made by Paul Schroder to accept the 2025 P&P Board meeting attendance log; he also requested that HR department send a copy of the attendance log to department heads, City Council and City Manager, seconded by Patrick McMahon, all in favor.

Paul Schroder made a motion to add an item to agenda under suspension of rules. VI to section III New Business, seconded Patrick McMahon, all in favor.

VI. Experience Study

Motion to have Milliman conduct the Experience Study was made by Paul Schroder, seconded by Mike Dziavit, all in favor.

VII. (Formerly VI) Correspondence

Kevin Ashley's request to join Employees' Retirement Fund

Evelyn Lopez provided the P&P Board members background information on Mr. Ashley's request. Paul Schroder and board members discussed/reviewed the circumstances of Mr. Ashley's request to join the Employee Retirement Pension Fund. P&P Board members approved Mr. Ashley's request. He was given two options:

1. Join pension fund effective April 20, 2023 – February 17, 2026 this option will require for Mr. Ashley's to buy back probation and interim period. He will have 2 years to pay back owed pension contributions with interest.
2. Join pension fund effective February 17, 2026.

Motion to approve request was made by Paul Schroder, seconded by Chris Golas, all in favor.
The Pomerantz Monitor

VIII. (Formerly VI) Adjournment

Motion to adjourn made by Mike Dziavit, seconded by Patrick McMahon, all in favor. Meeting adjourned at 6:37pm.

Respectfully submitted,

Evelyn Lopez, Secretary

DRAFT