

Brockton Contributory Retirement Minutes for Wednesday, May 24, 2017 at 1:00 P.M.

**William R. Farmer**, Chairman

**Edward P. Mack**, Elected

**Matthew J. McLaughlin**, Appointed

**William E. Parlow**, Elected

**MaryLynn Peters Chu**, Ex Officio (*absent*)

Board Counsel, Greg Galvin and Executive Director, Jeanne Martineau present

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Votes to be recorded as (Yes- No- Abstain)

Roll Call:

Chairman recognized any member of the public who wishes to be acknowledged.

n/a

**Minutes:**

- Motion by E. Mack, second by M. McLaughlin to approve the minutes of April 21, 2017

**So voted:** (4-0-0)

- Motion by E. Mack, second by M. McLaughlin to approve the Executive Session minutes of April 21, 2017 for P. KINCH, not subject for public release due to medical information.

**So voted:** (4-0-0)

- Motion by E. Mack, second by M. McLaughlin to approve the Executive Session minutes of April 21, 2017 for purposes of discussing Personnel Negotiations.

**So voted:** (4-0-0)

**Vendor and Payroll Warrant:**

- Motion by E. Mack, second by M. McLaughlin to approve and authorize the payment of bills listed on the warrant of May 31, 2017

**So voted:** (4-0-0)

- Motion by E. Mack, second by M. McLaughlin to approve and authorize the Contributory Pension Payroll for May 31, 2017

**So voted:** (4-0-0)

**Refunds**

Sean P. Fay

Water Dept.

Alexander E. Moreta

School Dept.

Andrew T. Halpin, III

Sewer Dept.

- Motion by E. Mack, second by M. McLaughlin to approve the refunds as listed above

**So voted:** (4-0-0)

**Transfers Out**

Elizabeth A. Condon	MTRS
Matthew Q. O'Connor	MTRS
Steven T. Capone	MTRS
Daniel J. Cabral	MTRS
Keenon J. Cunningham	MTRS
Jay E. Pettengill	MTRS

- Motion by E. Mack, second by M. McLaughlin to approve the Transfers Out as listed above

**So voted:** (4-0-0)

**Retirement Applications:**

<u>Name</u>	<u>Dept.</u>	<u>Type</u>	<u>Date</u>
Denise McLean	School Dept.	Superannuation	06/22/17
Jane M. Fitts	School Dept.	Superannuation	09/22/17
Susan L. Doherty	School Dept.	Superannuation	06/22/17
Robert J. Smith	Police Dept.	Superannuation	07/27/17
Ester S. Monteiro	School Dept.	Superannuation	05/10/17
Susan L. Doherty	School Dept.	Superannuation	06/22/17
Michele B. Gardner	School Dept.	Superannuation	06/22/17
James L. Eaton	School Dept.	Superannuation	06/30/17

- Motion by E. Mack, second by M. McLaughlin to accept the Retirement Applications as listed above

**So voted:** (4-0-0)

**Education Opportunities**

REMINDER: MACRS June 4-7; Members Farmer, Parlow and Mack and Director are registered. Director will bring payment to MACRS on Monday June 05.

PROSPER training sponsored by PERAC for Accidental Disability process. D. Goucher and K. Corsini to attend June 01 and T. Jefferson and J. Martineau to attend June 13.

- Motion by E. Mack, second by M. McLaughlin to authorize the staff to attend PROSPER training and to reimburse for mileage expense

**So voted:** (4-0-0)

1. ASCENT Venture Partners Annual Meeting to be held in Ipswich, MA on June 20, 2017. RSVP due June 06

- Motion by E. Mack, second by M. McLaughlin to authorize the Board Members to attend the meeting and to reimburse for travel expenses

**So voted:** (4-0-0)

**April**

Vendor Check Series Used: #20157-20193  
End Checks (Office Payroll) Series Used: #20147-20151  
End Checks (Office Payroll) Series Used: #20152-20155  
Retiree's Payroll Check Series Used: # 20194-20210  
Replacement Check Series Used #20156  
Void/cancel Checks Used 127789

**Visitors:**

n/a

**Financials**

- 2. SEI performance report (consolidated) as of 04/30/2017
- 3. Board to adopt amended Investment Policy Statement pursuant to the March vote to invest in Energy Debt tabled from April meeting

The Board retained the same narrative on the original IPS, however, removed the ranges and added them to an Appendix with the following ranges.

Appendix A

US Equity	10-50%
Non-US Equity	0-30%
Investment Grade Fixed Income	10-44%
High Yield Fixed Income	0-20%
Emerging Markets Debt	0-20%
Multi-Asset Real Return	0-20%
Private Assets	0-15%
Structured Credit	0-15%
Real Estate	0-15%

- Motion by E. Mack, second by M. McLaughlin to approve the amended IPS with the Appendix

**So voted:** (5-0-0)

Review Bank Reconciliation Statement

Director advises that the 2016 Annual Statement was submitted timely and mailed on Wednesday April 26, 2017.

- 4. Board to review and potentially approve the Pre-Employment/Job Placement Medical Questionnaire, created by Attorney Galvin

There was much discussion regarding this subject. With the exception of Public Safety, the City doesn't require pre-employment physicals when they hire. B. Parlow expressed concern that the City has hired people with pre-existing injuries, then they are subsequently injured in the performance of their Brockton employment and awarded Accidental Disability. The award of

such a benefit incurs a higher liability to the Brockton Retirement System. The increased liability caused by this is out of the control of the Board, yet the City expresses dissatisfaction when the appropriation continues to rise. He stated that this was brought to the City's attention many times before but there seems to be no action on the City side. The desired intent of this form is to demonstrate transparency and uncover a pre-existing condition; however, Attorney Galvin and B. Farmer state this is beyond the scope of the Retirement Board's purview upon membership. Attorney Galvin confirmed that this form can be incorporated into the Board's Accidental Disability Application process. The Board acknowledged that such a form would be a great screening tool for the City when they employ, and it would assist the Board if the member ever became a Disability Applicant.

M. McLaughlin asked if they should bring this before City Council so that this matter receives some attention. B. Parlow feels this is a great idea, and he acknowledged that the Board has been addressing this matter with various administrations for years. He stated the Board would be well served if they go on record requesting that a pre-employment physical be required by the City.

B. Farmer expressed his desire to have this incorporated into the Disability Application Package but would like it signed under the pains and penalties of perjury.

- Motion by B. Parlow second by E. Mack to adopt this form with the amendments discussed, and require that this form be submitted by all Disability Applicants, and to have the applicant signed under the pains and penalties of perjury.

**So voted:** (4-0-0)

There was discussion regarding having Board Counsel author a letter to the City expressing the Board's concerns over the lack of pre-employment physicals and the potential liabilities that accompany the City's policy of not requiring these physicals.

- Motion by B. Parlow, second by E. Mack for the Board to work with the Mayor and City Council so that the Board's concerns are on record for the Administration and the City.

**So voted:** (4-0-0)

### **Disabilities:**

- Motion by W. Parlow, second by M. McLaughlin to enter into Executive Session for purposes of discussing medical records

**Roll call vote:** MM (I), BP (I), EM (I), BF (I)

1:50

PAUL E. LaPIERRE, JR. Accidental Disability Application  
Attorney Judith B. Gray representing

- Motion by E. Mack, second by M. McLaughlin to exit Executive Session

Roll call vote: E.M. (I), B.P. (I), M.M. (I), B.F. (I)

*(Open Session 2:10)*

- Motion by B. Parlow, second by E. Mack to find sufficient medical evidence exists to forward the Accidental Disability Application to PERAC and to request that the Commission convene a regional medical panel.

**So voted:** (4-0-0)

PAUL J. GREBAUSKI Accidental Disability Medical Panel Certificate received; all three questions answered in the affirmative

- Motion by B. Parlow, second by E. Mack to accept the findings of the medical panel, approve the ADR application and to forward the Disability Transmittal to PERAC.

**So voted:** (4-0-0)

**Other Business**

Board discusses c. 32 §3(6) (c), buyback required for those who re-enter service within two years for eligibility for ADR.

B. Farmer stated he feels that the member in question would need to pay back regular interest. The buyback interest of full actuarial valuation should not apply since this member is *required* to buy back the time in order to apply for an Accidental Disability. There was no action at this time. The member has not made an official request to the Retirement office to buyback time since May 12, 2016. Mr. Widdis received an update calculation per William Parlow's request dated April 20, 2017.

5. Board to review comprehensive set of Personnel Policies for the Brockton Contributory Retirement Office.

The policies were presented in draft form. The Executive Director explained that some of the matters which were in the former Personnel Policy Agreement have been incorporated into a more comprehensive set of policies and an Appendix has been added for those benefits that are typically negotiated on a periodic basis. The Executive Director will work with the Board Counsel and the Board will review and take this up at the next meeting.

**New Business**

Any business not reasonably anticipated by the Chair

n/a

**NON ACTION ITEMS**

**Notice of Deaths**

NOREEN P. FLYNN deceased 4/25/2017; No further payments shall be made in her name after the date of death

SHIRLEY E. BERQUIST deceased 5/1/2017; No further payments shall be made in her name after the date of death

SANDRA R. NOEL deceased 5/2/2017; No further payments shall be made in her name after the date of death

KATHLEEN A. SNELGROVE deceased 5/14/2017; No further payments shall be made in her name after the date of death

BETTY A. KELLY Deceased 5/22/2017; No further payments shall be made in her name after the date of death

**Retirement Approvals**

<u>Name</u>	<u>Dept.</u>	<u>Type</u>	<u>Date</u>
Raymond B. Roberts	Fire Dept.	Accidental Disability	02/18/17
Rosemary Billadeau	Police Dept.	Superannuation	04/03/17
Richard J. O'Connell	School Dept.	Superannuation	03/20/17
Christopher E. Picanzo	Sewer Dept.	Accidental Disability	11/25/16

**Information Technology:**

Executive Director to discuss website and request short bios from the Board members  
The Web developer has been attempting to update the site as time allows. New information has been added and the Executive Director will continue to update and request posting of important reports and information.

Executive Director discusses result of Pre-Bid conference on May 10. Opening of fee proposals are June 01, 2017.

The RFP required a mandatory pre-bid conference and only one Vendor, PTG attended, therefore all other vendors would be considered non-responsive.

**Appeals or Exams at the State Level**

n/a

**Other Business**

Received PERAC pension News no. 46 received via email *(prev. emailed to Bd 5/10/17)*

Received NCPERS News Clips for April 25, 2017 *(prev. emailed to Bd on 4/25/17)*

[www.mass.gov/perac/memo/htm](http://www.mass.gov/perac/memo/htm)

**PERAC Memos**

n/a

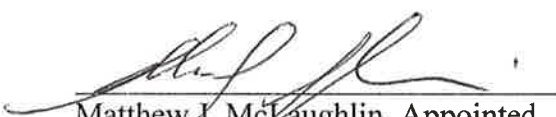
Next meeting: June 28, 2017


Motion by E. Mack, second by M. McLaughlin to adjourn the meeting  
So voted: (4-0-0)

Meeting adjourned 3:15

  
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William R. Farmer, Chairman

  
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Edward P. Mack, Elected

  
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Matthew J. McLaughlin, Appointed

  
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William E. Parlow, Elected

ABSENT  
\_\_\_\_\_  
MaryLynn Peters Chu, Ex Officio

Numbered pages  
without realizing  
previous month  
was not signed by  
Board Minutes were  
still in Board room

