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MINUTES
CITY OF WATERBURY

APPROVED

RETIREMENT BOARD MEETING
MARCH 14, 2016

Stenographic Recording of meeting minutes for the Retirement Board, City of Waterbury, held at City of Waterbury, Cass Gilbert Conference Room, 235 Grand Street, Waterbury, CT, before Emily Collette, LSR, a Notary Public in and for the State of Connecticut, on Monday, March 14, 2016, at 4:30 p.m.

A+ REPORTING SERVICES
P.O. Box 831
Wallingford, CT 06492
(203)269-9976

♀

1 IN ATTENDANCE:
2 COMMISSIONERS:
3

4 Chairperson Steven Giacomi
5 Commissioner Isaias Diaz
6 Commissioner Bryan McEntee
7 Commissioner Christopher Ursini
8 Commissioner Patrick Maloney
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10 ALSO PRESENT:

11 Karen Lang
12 Cindy van Deursen
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1 [On the record at 4:30 p.m.]
2 CHAIRPERSON GIACOMI: I guess I will call the
3 meeting to order, the City of Waterbury
4 Retirement Board meeting for the month of
5 March 2016. If everyone would please rise
6 for the Pledge of Allegiance.
7 [Pledge of Allegiance and Moment of Silence]
8 CHAIRPERSON GIACOMI: At this time we'd like

9 to invite any member of the public who wishes
10 to address the Board, please do so. Is there
11 any member of the public who wishes to speak?
12 Is there any member of the public who wishes
13 to speak? Any member of the public? If
14 not, at this time, the Chair would entertain
15 a motion to move to Executive Session for the
16 purpose of discussing disability pension
17 applications. Do we have a motion?

18 COMMISSIONER URSINI: So moved.

19 COMMISSIONER DIAZ: Second.

20 CHAIRPERSON GIACOMI: Is there any
21 discussion? Hearing none, all those in favor
22 signify by saying aye.

23 [Aye expressed by all present; none opposed.]

24 CHAIRPERSON GIACOMI: At this time any
25 nonmember of the Board please step out and

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1 we'll call you back in after our discussion.

2 [Executive Session from 4:32 to 4:46 p.m.]

3 CHAIRPERSON GIACOMI: At this time the Chair
4 would entertain a motion to return to the
5 regular order of business.

6 COMMISSIONER DIAZ: So moved.

7 COMMISSIONER URSINI: Second.

8 CHAIRPERSON GIACOMI: Any discussion? Under
9 discussion, the Chair would like the record
10 to reflect that no votes were taken while in
11 Executive Session. All those in favor
12 signify by saying aye.

13 [Aye expressed by all present; none opposed.]

14 CHAIRPERSON GIACOMI: Opposed? We're back to
15 our regular order of business. The next item
16 on our agenda after the Executive Session is
17 any disability application pending before the
18 Board this month. The Chair would entertain
19 a motion with regards to any disability
20 applications. Would any one like to make a
21 motion?

22 COMMISSIONER DIAZ: I make a motion to
23 approve the disability application of Ellis
24 Rogers based upon the terms of the relevant
25 collective bargaining agreement, the

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1 retirement system ordinance and upon the
2 analysis provided by Disability Management
3 Services who reviewed all medical records
4 submitted with the application for disability
5 retirement pension benefit. I move to
6 approve the disability pension for Mr. Ellis
7 Rogers in the monthly amount of \$2,382.33 as
8 a nonwork-related disability benefit subject
9 to the applicable offsets provided in the
10 ordinance and in the City's contract with the
11 Fire Union. This benefit is subject to
12 verification of the pension calculation by
13 the Benefit's Office and such disability
14 pension is to commence as of December 1,
15 2015.

16 COMMISSIONER URSINI: Second.

17 CHAIRPERSON GIACOMI: Motion has been made
18 and seconded. Is there any discussion?

19 COMMISSIONER DIAZ: Upon review of all
20 available medical records and upon review of
21 Mr. Rogers job description, the analysis
22 provided by the Disability Management
23 Services states that he would be unable to
24 perform many of the tasks and physical
25 activities outlined in the job description

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1 for a firefighter. Based on representations
2 from the City it appears that there is no
3 other position available to Mr. Rogers at a
4 base pay rate at least equal to 75 percent of
5 the base pay of his job. Given that he is
6 disabled from his own occupation based upon a
7 nonwork-related disability, the formula that
8 applies under the ordinance is the one that
9 provides for the greater of 25 percent of
10 base pay or his regular service pension, with
11 the regular service pension providing a
12 greater benefit than 25 percent of his base
13 pay.

14 CHAIRPERSON GIACOMI: Is there any other
15 discussion? Hearing none, all those in favor
16 signify by saying aye.

17 [Aye expressed by all present; none opposed.]

18 CHAIRPERSON GIACOMI: Opposed? Motion
19 carries. The Chair would entertain a motion
20 with regards to any other disability pension
21 application before the Board. Would any one
22 like to make a motion?

23 COMMISSIONER MALONEY: Based upon the terms

24 of the relevant collective bargaining
25 agreement and the retirement system ordinance

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1 and upon the analysis provided by Disability
2 Management Services, who reviewed all medical
3 records submitted with the application for
4 disability retirement and pension benefits, I
5 move to deny the disability pension
6 application for Ms. Eileen Sapio.

7 CHAIRPERSON GIACOMI: Is there a second?

8 COMMISSIONER URSINI: Second.

9 CHAIRPERSON GIACOMO: If there any
10 discussion?

11 EILEEN SAPIO: Yes.

12 CHAIRPERSON GIACOMI: Ms. Sapio, I assume
13 that you are Ms. Sapio?

14 EILEEN SAPIO: Yes.

15 CHAIRPERSON GIACOMI: I apologize. I will
16 give you a few minutes to address the Board;
17 however, the proper time for that would have
18 been at the beginning when I asked if there
19 was any member of the public that wanted to
20 speak or address the board.

21 EILEEN SAPIO: I didn't hear. I couldn't
22 hear.

23 CHAIRPERSON GIACOMI: I apologize then.

24 Therefore, I guess since you were unable to
25 hear me I will go ahead and let you address

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1 the board for a few minutes if you'd like.

2 COMMISSIONER URSINI: would you like me to
Page 6

3 make a motion to suspend the regular order of
4 business or you think we can just do it?

5 CHAIRPERSON GIACOMI: No, I'll allow it under
6 discussion since she couldn't hear at the
7 beginning.

8 EILEEN SAPIO: Do you want me to start from
9 the beginning? I have been working for the
10 City for 15 years, prior to that, I worked 35
11 years in the private sector. I have worked
12 for Fortune 500 companies, I got sick, I have
13 ulcerative colitis and I also have been
14 battling C. Diff, which is a serious illness,
15 very similar. It's urgent diarrhea, it's
16 abdominal pain and cramp, nausea and it never
17 gives me any notice, it just happens. And I
18 have been working for the City, I couldn't
19 take the pain and I have been seeing my
20 doctor for 23 years, I have had two major
21 surgeries. I thought that I had to go
22 through Social Security Disability, I didn't
23 know that they were going to deny me, not on
24 medical, but only because I didn't contribute
25 to Social Security. So then that brought me

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1 here. And I have all my forms that I filled
2 out and chased down from the doctors. It's
3 been a whole year, I haven't received a dime.

4 CHAIRPERSON GIACOMI: You hadn't contributed
5 to the Social Security System when you were
6 in the private sector?

7 EILEEN SAPIO: Oh, definitely did. But when

8 I called, I went down to retire formally and
9 that's when they told me you have been
10 denied. And I said I didn't know that.
11 CHAIRPERSON GIACOMI: But you said they
12 denied you because you hadn't contributed.
13 EILEEN SAPIO: wait. That was the actual
14 conversation after the girl at Social
15 Security office said I was denied, I heard
16 that. I never knew that until she told me.
17 And she was looking at the screen and she
18 said not for medical reasons, but because you
19 didn't contribute.
20 KAREN LANG: You have to contribute on a
21 concurrent number of quarters in a certain
22 period of time to be eligible for the
23 disability portion.
24 CHAIRPERSON GIACOMI: Oh, the disability,
25 okay. That's why I was a little confused

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1 there. My apologies, I was confused about
2 the disability part.
3 EILEEN SAPIO: Everybody is confused. When I
4 tell them they don't believe me.
5 CHAIRPERSON GIACOMI: As far as this Board,
6 you know, we have reviewed the medical
7 records, we work in partnership with a
8 company of medical professionals that reviews
9 medical records, interviews sometimes if they
10 need to, prospective retirees etc. and work
11 with them to look at all the history of
12 medical records and recommendations from

13 doctors, etc. And I guess based upon that
14 partnership and based on the work and the
15 review that we did with that company, the
16 recommendation was that it was not a
17 disability. Just as a little, I guess,
18 explanation. Certainly we work very hard to
19 try and take into account, you know, all the
20 different factors and variables. At the end
21 of the day the recommendation was, I think
22 pretty unanimous, it was overwhelming on the
23 part of both this Board as well as the
24 company that helps us review these
25 applications, and they are medical

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1 professionals, doctors, etc., that help us
2 review these and their clear recommendation
3 was that it was not a disability. So, as I
4 said, I apologize for you not being able to
5 hear me in the beginning, but normally we
6 don't necessarily get into a discussion like
7 this, but I felt like maybe I wanted to
8 provide you with that a little bit since you
9 weren't able to address this in the beginning
10 and ask us or allow us to ask you any
11 questions. So, the motion before the Board,
12 I believe, was made and seconded. This was
13 discussion. Is there any other discussion?
14 COMMISSIONER MALONEY: Upon the review of all
15 available medical records and Ms. Sapio's job
16 description, the analysis provided by
17 Disability Management Services states that

18 the records reflected that she is capable of
19 performing her general clerical occupational
20 duties; therefore, Ms. Sapio cannot be
21 considered totally and permanently disabled
22 from her occupational duties as an
23 Administrative Support Specialist I.

24 CHAIRPERSON GIACOMI: Is there any other
25 discussion? Hearing none, we'll vote on a

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1 motion. All those in favor of the motion
2 please signify by saying aye.
3 [Aye expressed by all present; none opposed.]
4 CHAIRPERSON GIACOMI: Any opposed? The
5 motion to deny is carried. At this time I do
6 want to pause, I apologize, I did not take
7 attendance in the beginning. So, we will
8 stop and don't tell Lisa, but we can go
9 around the Board and the Board can just
10 please identify themselves. I'll start, I am
11 Alderman Steven Giacomi.

12 COMMISSIONER MALONEY: Patrick Maloney.

13 COMMISSIONER MCENTEE: Bryan McEntee.

14 COMMISSIONER DIAZ: Isaiah Diaz.

15 COMMISSIONER URSINI: Chris Ursini.

16 CHAIRPERSON GIACOMI: Thank you. So, please
17 let the record reflect that Attorney McEntee
18 was able to join us, although if I just took
19 attendance nobody knows what time. The next
20 item on our agenda moving forward is any
21 survivorship pensions for the Board. Do we
22 have any survivorship pensions pending before

23 the Board? The Chair would entertain a
24 motion pertaining to those.
25 COMMISSIONER MALONEY: I'll make a motion to

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1 approve the following survivorship pensions:
2 Maureen Martinelli, annual pension
3 \$17,587.00, providing for a monthly pension
4 of \$1,465.58. Effective date February 19,
5 2016 per the terms of Blue Collar Labor
6 Contract 1991-1996.
7 Lina Matozzo, annual pension \$6,221.26,
8 providing for a monthly pension of \$518.44.
9 Effective date February 2, 2016 per the terms
10 of the Blue Collar Contract 2011-2014.

11 CHAIRPERSON GIACOMI: Is there a second?

12 COMMISSIONER URSINI: Second.

13 CHAIRPERSON GIACOMI: The motion has been
14 made and seconded. Any discussion? Hearing
15 none, all those in favor signify by saying
16 aye.

17 [Aye expressed by all present; none opposed.]

18 CHAIRPERSON GIACOMI: Opposed? Motion
19 carries. Next item on the agenda are any
20 terminated vested pension applications
21 pending before this Board. The Chair would
22 entertain a motion with regard to any
23 terminated vested pensions.

24 COMMISSIONER MCENTEE: I make a motion we
25 approve the following terminated vested

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1 pensions:
2 Marie Pickett, annual pension \$4,920.99,
3 monthly pension \$410.08. Effective date
4 February 1, 2021, Labor Contract white Collar
5 2013-2017.
6 Christine Vance, annual pension \$5,070.80,
7 monthly pension, \$422.57. Proposed effective
8 date December 1, 2020, Labor Contract white
9 Collar 2013-2017.
10 CHAIRPERSON GIACOMI: Is there a second?
11 COMMISSIONER MALONEY: Second.
12 CHAIRPERSON GIACOMI: Any discussion?
13 Hearing none, all those in favor signify by
14 saying aye.
15 [Aye expressed by all present; none opposed.]
16 CHAIRPERSON GIACOMI: Any opposed? Motion
17 carries. Next item on our agenda is in the
18 participant contribution withdrawals/transfer
19 request, contribution refunds. The Chair
20 would entertain a motion with regard to any
21 contribution refunds.
22 COMMISSIONER DIAZ: I make a motion to
23 approve the following contribution refunds:
24 First, Melanie Eichman, Blue Collar, post-tax
25 0, pre-tax \$839.28, interest \$4.05 for a

1 total of \$843.33. The amount payable to the
2 individual at 80% is \$674.66. Federal tax
3 withheld is \$168.67.
4 Second is Joseph Milano, Blue Collar,
5 post-tax 0, pre-tax \$7,195.59, interest

6 \$194.05, for a total of \$7,389.64. The
7 amount payable to the individual at 80% is
8 \$5,911.71. Federal tax withheld is
9 \$1,477.93.
10 Finally Kristen Snopkoski, white Collar,
11 post-tax 0, pre-tax \$7,645.87, interest
12 \$180.59, for a total amount of \$7,826.46.
13 The amount payable to the individual at 80%
14 is \$6,261.17. Federal tax withheld is
15 \$1,565.29.
16 For a total contribution amount of \$12,847.54
17 and total Federal income tax withheld of
18 \$3,211.89.
19 CHAIRPERSON GIACOMI: Is there a second?
20 COMMISSIONER URSINI: Second.
21 CHAIRPERSON GIACOMI: Any discussion?
22 Hearing none, all those in favor please
23 signify by saying aye.
24 [Aye expressed by all present; none opposed.]
25 CHAIRPERSON GIACOMO: Opposed? Motion

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1 carries. The next item on our agenda is new
2 business, the only item under new business is
3 the change in Plan Net Assets for the pension
4 funds, but the Chair would recommend due to
5 the absence because of illness of the City's
6 Finance Director, Mr. LeBlanc, the Chair
7 would entertain a motion to hold this over or
8 table this until the next meeting when
9 Mr. LeBlanc can address the change in Plan
10 Net Assets.

11 COMMISSIONER URSINI: So moved.
12 CHAIRPERSON GIACOMI: Is there a second?
13 COMMISSIONER MCENTEE: Second.
14 CHAIRPERSON GIACOMI: Any discussion?
15 Hearing none, all those in favor please
16 signify by saying aye.
17 [Aye expressed by all present; none opposed.]
18 CHAIRPERSON GIACOMI: Opposed? Motion
19 carries. The next item on our agenda is the
20 secretary's report. The Chair would
21 entertain a motion, you were provided
22 electronically the minutes of the
23 February 10, 2015 meeting. Does any one have
24 any changes they'd like to make to the
25 minutes; otherwise, the Chair would entertain

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1 a motion to approve the minutes from the
2 February meeting.
3 COMMISSIONER DIAZ: So moved.
4 COMMISSIONER MCENTEE: Second.
5 CHAIRPERSON GIACOMI: The motion has been
6 made and seconded. Any discussion? Hearing
7 none, all those in favor please signify by
8 saying aye.
9 [Aye expressed by all present; none opposed.]
10 CHAIRPERSON GIACOMI: Opposed? Motion
11 carries. The next item under secretary's
12 report is we have an invoice from A+
13 Reporting. The Chair would entertain a
14 motion with regard to the invoice for A+.
15 COMMISSIONER MCENTEE: I make a motion we

16 approve the invoice from A+ Reporting
17 Services for the February 2016 meeting in the
18 amount of \$290.
19 CHAIRPERSON GIACOMI: Is there a second?
20 COMMISSIONER MALONEY: Second.
21 CHAIRPERSON GIACOMI: Any discussion?
22 Hearing none, all those in favor please
23 signify by saying aye.
24 [Aye expressed by all present; none opposed.]
25 CHAIRPERSON GIACOMI: Any opposed? Motion

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1 carries. Item number eight, the last item on
2 our agenda is old business. Is there
3 anything?
4 KAREN LANG: No, we don't have any.
5 CHAIRPERSON GIACOMI: Same thing with the
6 audit?
7 KAREN LANG: Yeah, that's kind of in limbo.
8 CHAIRPERSON GIACOMI: Well, there's no new
9 news so to speak under old business;
10 therefore, the Chair would entertain a motion
11 to adjourn.
12 COMMISSIONER URSINI: Moved.
13 CHAIRPERSON GIACOMI: Is there a second?
14 COMMISSIONER DIAZ: Second.
15 CHAIRPERSON GIACOMI: Any discussion?
16 Hearing none, all those in favor please
17 signify by saying aye.
18 [Aye expressed by all present; none opposed.]
19 CHAIRPERSON GIACOMI: Opposed? Meeting is
20 adjourned.

21 [Meeting is adjourned at 5:52 p.m.]

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1 STATE OF CONNECTICUT :

2 :SS WALLINGFORD

3 COUNTY OF NEW HAVEN :

4 I, Emily Collette, LSR, a Notary Public for the
5 State of Connecticut, do hereby certify that the
6 above pages are a stenographic recording of Meeting
7 Minutes of the Retirement Board, City of Waterbury,
8 held at 235 Grand Street, Cass Gilbert Conference
9 Room, Waterbury, CT, by me on Thursday, March 14,
10 2016 Commencing at 4:30 p.m.

11 I further certify that the witness was first sworn
12 by me to tell the truth, the whole truth, and
13 nothing but the truth and was examined by counsel,
14 and his testimony stenographically reported by me
15 and subsequently transcribed as here before appears.

16 I further certify that I am not related to the
17 parties hereto their counsel, and that I am not in
18 anyway interested in the events of said cause.

19 Dated New Haven, Connecticut, on this 17th
20 day of March 2016.

21

Notary Public

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23 MY COMMISSION EXPIRES: APRIL 30, 2016

24 LICENSE NO. 503

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