

Structural Change Impact Group
Working Group: Personnel, Compensation, Benefits, Retirement
MEETING MINUTES

Thursday, September 16, 8:00 AM
Location – Remote Meeting on Zoom

RECEIVED
TOWN CLERK
BELMONT, MA

DATE: November 12, 2021
TIME: 9:14 AM

Members Present: Travis Franck, Anne Helgen, and Meg Moriarty.

Absent: Norma Massarotti

Notetaker: Anne Helgen

[Meeting called to order at 8:07 am by Travis Franck]

Minute Approvals

- There were no minutes to approve.

New Ideas in Matrix

- There were no new Personnel, Compensation, Benefits and Retirement ideas in the matrix.

Coordination of Working Group Activities

- There was further review of the letter to be sent to Shawna Healey and Mike McAllister (Town and School Human Resources, respectively) outlining the questions and topics the Subcommittee would like to discuss in the meeting, as well as the cover letter to John Phelan and Patrice Garvin.
- It was decided that Travis will reach coordinate sending the letter out and reach out to set up meetings with Shawna and Mike for either the 20th, 22nd, 27th or 30th of September.
- The idea of an early retirement program was discussed, and it was agreed that we would look at the retirement schedules for various employee cohorts and gather additional information on retirement incentives.
- There was a brief discussion on incentive health programs, i.e., incentives for employees not signed up for health care from the town. Anne noted that some peer communities include this in collective bargaining contracts.
- We briefly discussed the Retirement Board response to the Warrant Committee recommendations around pensions, and understanding the differences of opinions when writing about pension ideas.

Next Steps:

- Travis will reach out to Shawna and Mike for dates to meet.
- Anne will make the edits to the letters and send the final copy to Travis.

Public comments:

- There were no public comments.

[The meeting was adjourned at 9:37 a.m.]