

Attendees: Skip Sibley, Skip Beebe, Bonnie Reemsnyder, Barbara McCarthy, Tisha Kirk, Nicole Stajduhar, Dave Woolley, Bob Jose,

Date: June 10, 2014

Minutes were read and accepted.

Bonnie looked into and brought back info on the LODD benefit from the Justice Department, she had the correct wording and department to mail the letter to.

DW – was concerned about a LODD in a different town.

SB – We would be working under the authority of the other towns then

Bonnie – just like the other regional services we would be covered

SS – should we add in “other emergency services” in the letter?

Bonnie – I don’t think so, the wording on the letter came directly from the agency.

There was a bit more general discussion on the topic, including whether or not the fire department has the necessary beneficiary info on file for all their members. Skip Beebe was directed to Tom Rozanski to make sure the fire department has the paperwork in place. All agreed that significant progress was made toward resolving the LODD issue.

There was discussion about changing how the town should support the incentive program. All members of the committee agreed that they would like the maximum number of members that qualify for the benefit to reap the full rewards of the benefit. Skip and Nicole talked about the difficulties of choosing tax abatement or pension plan, Nicole thought that if she had the information by February it would not pose a problem, which members choose.

Skip S – if we give the option to the memberships the membership should choose either the pension or tax abatement, not some of each.

Bonnie – thinks that we should slowly move to just the pension. This eliminates some of the book keeping issues at town hall, and chasing down people for FICA. It would make life easier and more importantly everyone who qualifies would get the full benefit.

SS – it would certainly benefit the younger the members, the cost would be a bit more expensive for the town

Bonnie – it would have a wider benefit for every member of both organizations. We need to help convince the membership to help keep people from getting upset.

Tisha – brought up the point that by moving to the pension would increase the percentage that the town would increase the each year towards the pension plan

Bonnie – wants to move the vesting to mirror the town, she wants to make sure that everyone that qualifies for the benefit

SS – is afraid that there might be a 60/40 split or some other split and we have alienated 40% of the membership. We need to keep in mind this is an incentive program to reward volunteerism.

SB – we could have a one-time determination for tax abatement or pension once the member chooses that is what they are locked into

SS – make up a list of suggestions

Barbara – what if you are out for year, can we adjust the number of years to get back into the plan and not lose two years to start over again

SS – In the private sector it is three years you hold onto your vacation days and benefits, etc.

Bonnie R – do you lose training if you are out of the organization?

Barbara – at the ambulance we have CPR cards and EMT certification

Bonnie – because of the training required, maybe we should go for 2 years.

SS – in the fire department if a member is goes into active military service they are considered active members, how should this be dealt with, with regards to the pension and Tax abatement

Bonnie – this could be dealt with as a special exception

SS – remember what this is for, incentive for volunteering

SS – suggested that we do a one-time deal – all new members get the pension. Older members could choose – a one-time choice- either the pension or abatement

SS – the fire department needs to re-look at how the qualify people and let members get points for service other than fire scenes, similarly to what the ambulance is doing. It can change

The standard you set is the standard you get, we should not set the bar to low or make it impossible to reach the goal.

SS – it is getting more difficult to get and retain members,

SB - we need to try and make it an incentive and to keep it balanced, maybe we could change the points for training to 2 points, if a member makes every training night. After 10 years we could drop the number needed to qualify down, and then again after 15 years and then 20

SS – the town does not need to set the qualifications. We feel strongly that the individual agencies need to set their own requirement. Keeping in mind it is an incentive and not a gift for hanging out at the fire house.

TK – training benefit the organization, the town and the members

SS - at the end of the day the fire department will answer the call, but you want to encourage other to show up, and not rely on the same few people every time the call goes out. 50 points for fire department should be your starting point, it sounds like it is a reasonable number of points for members to reach.

Barbara – I know we are talking about changing the vesting, what happens to the member that is at 8 years? Do they become 100% vested or do they have to wait?

SS – what we seem to be settling in on is one year probationary and the 20%, 50%, 75% and then 100%. Then approach the change of the pension and tax abatement

TK – is the next step to bring this to the executive board?

SB – we need a summary of the proposal to bring back to the membership

TK – I will wordsmith something for that

Progress that has been made to date

Increase in pension

Catch up plan for the long term members in the pension

We have made progress on the LODD

Getting names added to the pension plan to include the ambulance

Outlining how members qualify for pension plan and abatement

Summary –

A proposal to change the contribution to pension to include the \$1000 for new members and a onetime choice for existing member two options

a) giving up the abatement and converting the abatement to the a pension contribution

b) or stay with the tax abatement and pension plan

Change the vesting to 6 years the with initial year included

One year leave to hold place in vesting process

All the vesting would change, anyone over six years would be at 100%

Explain hardship withdrawal as well, that it IRS law. Ask Jane for the info

Sliding scale for years of service points

Fire needs to bring proposals executive board first

Ambulance could bring it to membership first but will wait until the fire department is ready

Barbara – it would be helpful to get an enrolment form for the pension plan to simplify the process of enrollment. We need to make sure that each organization is following the laws that apply to pensions for both organizations. The laws are federal not determined by this committee or the organizations.

At the next meeting we should make a power point and present to both organization's executive boards

The committee should be available to present the power point to both organizations executive board, that way the information is the same, and given out at the same time.

Next meeting June 24th at 4:30 making power point

Action items

Tisha - word smith proposals

Skip B. – ask Jack about enrolment forms and yearly updates

Adjourned 6:10 pm