

Berkshire County Retirement Board Meeting
September 29, 2021

The meeting of the Berkshire County Retirement Board was called to order at 9:00 A.M. in the Berkshire County Retirement Office, located at 29 Dunham Mall, Pittsfield, MA. Present at the meeting were; Michael Ovitt, Chairman, Mark Bashara, Elected Member, Karen Williams, Elected Member and Paul A. Lisi, Jr., Advisory Board Member. Beth Matson Appointed member participated remotely.

PUBLIC COMMENT:

Members of the public had an opportunity to address the Retirement Board as the remote link to the meeting was posted with the agenda. There were no members of the public attending the meeting or connected remotely.

NEW BUSINESS:

1.) John Boorack, PERAC Actuary, will review and discuss the January 1 2021, actuarial valuation and options available to the Berkshire County Retirement System in the future regarding the methodology used in preparing the actuarial valuation. Mr. Boorack will attend remotely.

Michael: Good morning, everyone. Our item number one under business is speaking review with John Boorack. We'll discuss the January 1st, 2021 actuarial valuation options available for Berkshire County Retirement System. Discussing the methodology used in preparing actuarial valuation. Mr. Boorack will represent remotely and welcome. My name is Michael Ovitt.

Mark: I'm Mark Bashara, member.

Karen: Karen Williams, elected member.

Paul: Paul Lisi, appointed member.

Beth: Beth Matson, fifth member.

John: Very good. I'm John Boorack. I'm the Actuary of PERAC. Sheila had asked me to come on and to present to the board some different methodology for assessing the appropriation amount each year to the different towns and other units within the Berkshire Regional Retirement System. Currently there are three methods in use. The first one is what we call the payroll method. This is the method that's set out in chapter 32 in the statute. Under this method, the allocation to each unit is based upon the September 30th annual pay for each unit as a ratio to the total. September 30th payroll for all the units within, Berkshire regional. There are some pros to this method. One is it's the method that is set out in the statute. Two, this method is relatively easy to understand and to determine. Some of the cons with this method, as you could have some units that are subsidizing other units that contribute more liability to the plan. And another con is you can't complete this analysis until all the units have provided the pay to the board. A second similar method is something that we call the valuation pay method. And with this we're still using to pay for each unit, but the pay is determined as part of the valuation. And some of the pros with this particular method is you have the same percentage that's used each time there's an assessment until a new valuation is done. So, you're not waiting on the September 30th payroll from each unit. Once we have a valuation and we know which members belong to which unit we can determine the pay and the percentages that way. This method is relatively easy to understand. Some of the cons are, you can have some units subsidizing other units. If you have some who work in multiple units, they could be miscoded, and their pay could be put to one unit over another. When we run evaluation, even though a person might work in two or three different units, there's only one record for them. So, we're only going to have one department code. And the third method, and this is the method that I believe the board is most interested in and I presented the other one just for the sake of

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completeness is something that we call our actuarial method or the actuarial basis. And with this method here, the allocation to each unit is based on the percentage of the liability each unit brings to the total liability of the system. So, some of the pros of this method, there's no subsidizing of the units. The units that contribute the most liability to the plan they are going to pay the most towards each year's appropriation. We believe this method is fairer for that reason. And like the valuation pay method, the percentages are unchanged until the next valuation is done. Some of the cons and this first one is much more a PERAC issue than a Berkshire Retirement Board issue, is it would be very time consuming to determine the percentage for each unit. And then another con is it could drastically change the assessment for some of the units, either up or down. I'm sure the units that go down are not going to be too concerned about it, but the units that could see a sharp increase in the assessment due to this method, maybe. So, does anyone have any questions on the three methods so far?

Michael: We're, we're currently under the valuation paid method.

John: I'm currently using the payroll method. The first method I talked about.

Sheila: We use the payroll method, but we use actual December 31st real actual numbers.

Michael: Which was a change from the estimated September 30th.

Sheila: We've been doing it that way probably for at least 10 years.

Michael: Just give us more accuracy?

Sheila: There were too many omissions on the September 30th wages.

Michael: The factors that go into your liability, I'm assuming they had to do with group four status, disabilities, things of that sort?

John: Exactly.

Sheila: And it's also the number of retirees that you have too. Correct? So, it's not just your active members.

John: Absolutely right. So, if you have a small unit that has a lot more disabilities than we would expect, they're contributing a lot more liabilities, so they may see an increase. But for the active people, the units with the group four people are more costly than the group one people. So, their assessment would reflect that. They're contributing more liability than another unit that might consist solely of group one people.

Karen: So, I guess my question is - for each unit, rather than providing the payroll and the deduction reports every year, would they be providing additional information? Who's gathering it?

Sheila: We would. We have all the data, so we would have to supply the data to PERAC. So, we did this exercise about four or five years ago now. I could actually look at the date might even be six, but we actually had to go through the system. And as John said, we had to go through and appropriate people to make sure that they were, being charged to the correct unit. We had to make sure, obviously they were at the right group classifications. We had to go through to make sure that the retirees were also assigned to the proper, although they are, when they retire, they go to a specific, they can only retire from one town, but we had to go through and clean up all of our data. And then, we submitted that to PERAC and then Jim Lamenza actually did the exercise for us. We went through it; we were going to use three years to phase people in. It was helpful in that we did see at that time it was the town of Lenox who had added all the firefighters, group four. And their assessment would go up. There were two outliers though in particular that went up significantly. You cast a net and you don't know what you're going to get. There were two towns that went up significantly. And I guess the board at some point made the decision that it probably wasn't the appropriate time to make the change to that methodology. But now we're back to where we were again, which is if the towns are really going to go forward with creating their own fire, police, group four, and slash whatever else they may be that maybe we need to look at appropriating the liability where it belongs.

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Michael: So, would that be the third option he offered?

Shelia: We're talking about basically moving to the third option, which is the actuarial method. Which you would then be charged basically your usage and it's your total usage. So, it's not just active number salary anymore. It's active, it's retired, it's disabilities. It's the weighted average for the group fours. Am I correct John?

John: Just about. The whole idea is, you could have some communities that use the disability process, if you will, as a personnel type of action. Like we don't want you, why don't you just apply for disability and we'll let it go. So, if you have a unit that's been doing that, they're contributing a lot of liability to the overall plan, so their cost will be assessed accordingly. And if their assessment goes up and there is a unit that's doing that - I'm just hypothesizing here. But if you do have a unit or two that are doing that, that practice will stop pretty quickly. I promise. As Sheila had said, if you have some towns out there that are looking to establish full-time police departments, or fire departments, those group four people, the public safety people, they're going to start adding to the liability of the plan and so all that this method is doing is when it's meant to do. Send out the annual assessment, it's just, the towns will pay accordingly based on the percentage of liability they contribute to the overall plan.

Karen: Right. I guess I was just speaking to the statement that you made that going to be time-consuming. You're talking about work that has to be done in the retirement office?

John: No, that particular part is a PERAC issue. It's going to be very time consuming for us to run the valuation and split it into all the different communities or the different governmental units within Berkshire regional. Sheila, do you know how many there are offhand?

Shelia: We have 44 or 45 units.

John: What we would have to do is run basically valuation on 44 different units. As active people valuation on 44 different units, as retired people, put them into spreadsheets, add them all up. Do the necessary adjustments. So as opposed to doing one valuation in total, we're doing 44 and we have to double check all of that work. Because now there's 44 times the data entry that we would normally have. So, it would be very time consuming on our end to do that. But again, that's a PERAC issue, not a retirement board issue. And please don't base your determination on how much extra work it is going to make for us. But if the board ask for this, this is not something that I can produce tomorrow. It may several weeks, it might take up to a month in order for me to determine the split for all of the 40 some odd units. So that's what I mean by time consuming. As Sheila mentioned earlier, the board provides the data to us to perform our actuarial valuation. Once we have that data, that's all we need. We really wouldn't have to go back to the board, at all, to do this extra work. It's just a matter of finding out the department codes for the different units and then allocating or running the valuation on each of those different units and summarizing everything.

Michael: Is most of accessible to PTG, our software?

John: Yes, it's the information that Sheila provides to us. Every other year to perform the valuations that should all be available in the PTG and it should be in the file that gets forwarded to us already.

Michael: Okay. So, it's just breaking it down by the individuals. Are there any similarities in the assessments to like the, the former early retirement incentives or it was a stressful assessment, or will this be?

John: So, when we send out the assessment, if, I believe there's still another year or two left on the early retirement payment for the few communities that issued the ERI, we separate that cost out right away. And then we allocate the cost specifically to those towns. So, I'm just throwing it out there. I don't know if this is the case, but if the town of Lee was part of an early retirement incentive, the cost that was attributed to Lee will get allocated directly to Lee and then the rest of the appropriation, that's not attributed to the early retirement incentive, that's what would get

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allocated to the other units. So, the ERI gets allocated specifically to the units or units that had adopted the ERI and then everything else gets allocated to the different units in this percentage that we're talking about.

Michael: Are you squared away now?

Sheila: I'd have to look and see; do you know how long the former chief's been retired? I believe it's a 20-year assessment.

Mark: I've been out five and a half or six and I was chief 12. So that's 18 years or so.

Sheila: I think John Boorack's right. I think most of them are running out. Because I think the one, we did for Lanesborough was 20 years, but I think the ones that we did, the other ones were only like 17 years, because our schedule was only out 17 years at that point. Am I right, John? It goes out to the end. So, by 2028, they would've been 2027, whatever it was at that point.

John: 2028 would be the latest. Hold on one second. Let me grab a copy of your current schedule.

Sheila: Yes, it's costly. You see because that ERI was for group four employees so you can see the difference. I mean, we had other ERIs for other towns, but they were on group one employees, and I don't think all of their group one employees was what you were paying for the group four.

Sheila: If there's a 3(8)(c) reimbursement on somebody who retires under an ERI, the 3(8)(c) does not reflect the ERI, right?

Michael: Threes in general, if a community, if our system is recouping from another system, you get 70% of the pension.

Sheila: That's what I'm saying though. Am I right John, on the 3(8)(c)'s? There's no additional cost on the 3(8)(c) if we've done an ERI that the town that's getting, that's going to be asked to get reimbursed, not bear the cost of the ERI and the 3(8)(c). Correct?

John: That is correct. If you had a person who, before the ERI enhancement had a benefit that was 70% of their three-year average salary, let's say, and then with the ERI, the benefit would be 80% of the, three-year average salary. Obviously, the pension benefit that your board is going to pay out is going to be equal to 80% of the pay. But when it comes time to assessing the 3(8)(c) to the other system, they're only going to pay a portion of the benefit before the enhancement. Let's say Pittsfield - if you had a person who worked for the Pittsfield Retirement System and transferred over to Berkshire, when Pittsfield reimburses Berkshire for the service of that person, they're not going to reimburse on any part of the additional benefit that was paid out because of the enhancement.

That's all on the Berkshire system. The 3(8)(c) is paid on a lesser amount in the event of an ERI. I have a copy of the board's current schedule, and there were two that had to do with paying off the additional cost for the ERIs. And those both ended in fiscal year 22. There will be no ERI as part of the assessment that we send out later this year because that will be for fiscal year 23. And we have a column on the funding schedule as well for net 3(8)(c) amounts. Now the, the problem we might have with the net 3(8)(c) is we wouldn't know which members have 3(8)(c)s and not. This net 3(8)(c) column that we show will be really split amongst all the units. You might have units that don't have net 3(8)(c) amounts, and they'll be paying a portion of it. It is a very small percentage of the total appropriation. The net 3(8)(c) amount is \$315,000 in total and the total appropriation, just about 12 and a half million. You know, so we, we do account for 3(8)(c)s with that separate column.

Sheila: Yes, I could break that out for you, right, John? If you wanted it that way. I mean, I have that data to assign. If we went to the actuarial method and you needed to break it out by unit, I have that.

John: What you would need to do, Sheila, if we were going to do that, is you would need to find out, all the 3(8)(c)'s you're paying out and which units they worked on. We would need to know the outflow for each unit. And then we would need to know all the retirees, you have 3(8)(c)'s coming in for which units they were as well. If you wanted to do that, you could. You know, because again,

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because of net 33(8)(c) amount is so small, I don't know how much it's going to matter, but absolutely you could do that. And we could use that in our assessment.

Michael: Okay, John, we talked about the possibility of phasing in options over a number of years. What are your recommendations on that?

John: If you were to phase this actuarial method in, I would recommend no more than three years, try to get it over as quickly as possible. It'll mitigate some of the pain. The units that are going to see an increase, they won't feel it all at once, but it's not something you want to spread out over too many years. I would say no more than three years.

Michael: Can you talk about what other systems have done or are doing regarding this change in valuation?

John: I don't have an exact count, but there are approximately 12 to maybe 15 or so that that are using this actuarial method. I could look at the data and get a more exact count for you. I just don't know off the top of my head.

Michael: We're talking about counties then, right? The regional board.

John: Yes, I can count for the counties, but the 12 or 15 is for all the systems that we have. It's 12 to 15 of the 104. Some of the cities and towns do this as well.

Michael: Okay. So yeah, 40, 45 or 46 units is compared to two or three, I guess, within a city drastic difference.

Mark: So I mean, in layman's terms, I mentioned and Sheila brought up, it sounds like the option three, would be in the best interest for the board for the members. Because you basically hold accountable, those who carry a higher liability to carry their weight and also supporting the communities that may be adding on police or creating police or fire will think twice before using us as their escape for unwanted employees. It basically just holds them accountable, irrelevant of what their thoughts or processes for the liabilities that they're putting onto the retirement system.

John: Correct. Now, from the Board's point of view, the retirement board doesn't care one way or the other, because as I said, the assessment for fiscal year 23 is 12 and a half million dollars. You're going to get 12 and a half million dollars, regardless of which way we allocate it. So, from the actual board point of view, it's really six of one, half dozen of another. If the board wants to treat the systems in a fairer way. Whereby the systems that are adding more liability to the plan, pay more of the appropriation each year. Yeah. This third method, the actuarial method is by far the way to go.

Mark: Well, as I said, too, the byproduct of that would be just to have communities that may have different views of how to deal with their employees. It would hold them more accountable. And they would think twice because the cost would be incurred by them.

Beth: Can I ask a question here? A request, I guess. Sheila, do you still have available to you the data that Jim Lamenzo produced a few years ago?

Sheila: I'd have to look but I'm sure it's probably in a file somewhere.

Beth: Yes, I wasn't here in, I think drastic was the word used a few times, so I would just like to see a comparison of the last valuation report compared to what Jim produced for you. Just to make sure that this is something the board is interested in before having PERAC do all that work. It that's just my opinion on that. On the other hand, if the board knows that this is the direction they want to go in, it's probably irrelevant because there will be changes made to Jim Lamenzo's work with the new group four coming in. I do want to say that I would love to go this route because I don't think it's fair to smaller towns that don't have police or fire departments that are picking up the load of the larger cities and towns.

Sheila: And if I could just and to that, Beth, I can tell you that the one town that was the outlier that really was significant, I would call it significant. They everything going against them. They had a ton of retirees. They had a ton of disabilities; their disabilities were all group four disabilities. And they had a pretty high payroll at that point. I can tell you that in the year since most of their retirees, they

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held probably the record for 80- and 90-year-old retirees. There's been a significant decrease in the number of retirees that they have. And with those deaths, sadly, too, some of their disability retirees have passed away. They haven't added anything new. So that unit, I believe probably would conform more to what it would be a little bit more level. The rest of the towns, we're talking, some of the larger units, whether it was Williamstown Lee or Lenox, and Great Barrington, the three largest ones that we had, the increase of on their annual assessment was minimal, and we're talking 30, 40, \$50,000 was the change for them. And when you're talking about a million-dollar assessment, I know it's an increase, but it wasn't that significant. I think to John Boorack's point, the ones that you have to look at that are going to have a significant increase that you can't really measure is going to be the small town that has four employees, and they just put somebody out on a disability. Those are the one that are going to change the most.

John: Beth, just to interrupt, sorry. One thing you can consider, if you do go back and you look at the analysis that Jim had done several years ago is, as Sheila had mentioned, there's a demographic shift that has happened since then. Some of those numbers may not be applicable today. So that's just something to be aware of. You can go back and look at the comparable payroll method to see what the allocation was and how the difference would be. But that assessment was based on valuation from a few years ago. Any changes that happened since then wouldn't be reflected in those numbers.

Beth: Oh, of course. I just didn't know. I mean, going up millions. I just wanted to see what the drastic increase would be, or just a general shift. I do think it's the fairest way to handle this.

Sheila: John, do you have any recommendations on the timing of this? If the board decided that they wanted to go to the valuation method. Two things, I can tell you that we would have to do some education on our end with our member units to say, this is the change that we're proposing. A rollout, if you will, to meet with them, to let them know that their assessment process is going to change. It is a little bit of an unknown because we just don't know how much it's going to change, so we'll deal with that. How long it would take if the board decided that they wanted to do it, timing wise, what would be good for you in PERAC in conjunction with what would be good for giving us enough time to roll it out if you will, to our member units?

John: First and foremost, if the board is going to make this change to this actuarial method. The board would have to take a formal vote on it. So that's the first thing. The second note I have is you should have outreach to all the units to just let them know that the board is considering making this change and here's the potential impact. Some of you could see a significant increase appropriation and significant would be for the individual town. I really think if we were trying to do it for the fiscal 23 appropriation that we're going to have done by December 15. I don't know if you'd be able to have the outreach done in time to all the communities to let them know this. We could do it as early as this year if the board, so chooses. But I think realistically with the outreach that needs to be done to all of the different communities that this is something, if the board wants to pursue this is to start it with the fiscal 24 appropriation. That would be my recommendation. But of course, the decision is ultimately rest with the board.

Michael: That would make more sense. Yeah, absolutely. And you're saying that would be needed by December 15th?

John: I didn't hear everything that was just, I heard something about December 15th.

Michael: Did you say you would need to get this done by December 15th for fiscal 23?

John: For fiscal 23? Yes, it would by December 15th.

Michael: Thank you.

John: Does the board have any more questions for me about anything that we've talked about?

Michael: I think we're good. Thank you very much, John. And welcome Tom to here.

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Tom: I'm sorry to interrupt. I, I know how much John loves me to attend these board meetings. I have a question on something entirely different, John, but it's going to be an issue that the board is going to take up next, and it's going to be something that I'm going to recommend that they seek PERAC's guidance on. You are familiar with section 7-5 general laws, chapter 3 section 7-5? It's the accidental disability retirement statute that provides that a member is granted an ADR application that is involving, injury sustained while working for another governmental unit that there may be some appropriation of liability as the actuary so determines. Have you had any experience with those cases at all?

John: Since I've been the actuary, no, I've not dealt with it. And in my time here, Tom, I think that section 7-5 has only been looked at once. I don't have a lot of experience with it, but I do know it's part of the statute.

Tom: Well, that's helpful. I just want to give you a heads up that you may be having to dust off your law books and go over to the legal unit for some advice on this particular case. It could be something of a first case of first impression. Thank you. I'm sorry to bother you.

John: That's okay. Before we go, just to further, so would this be someone who works in Berkshire county who was rendering aid to a community in another retirement system or is it another community within Berkshire?

Tom: No, it's another community within Berkshire. It's not a mutual aid situation. That's a separate part of the statute. This is an additional provision in the statute, it does not have to do with mutual aid.

John: All right. I'll have to check out 7-5.

Tom: Okay. Thank you. I'm sorry to interrupt, but while I have you, you're such a fountain of information.

Michael: Thank, John.

John: You are welcome. If the board has any questions, just have Sheila shoot me an email and I'll answer them for the board.

John Boorack left the meeting, There were no votes were taken.

2.) The Board reviewed the purchase and installation of the Deduction Posting system from PTG.

Sheila: Item number two is the review and potential purchase of the deduction posting system from PTG. I was able to negotiate the fee down to our max, which was \$12,500. They wouldn't go any lower than that because he said that currently the other counties are paying between \$15,000 and \$16,000 for this program. So that's the best that I could do pricewise. He did agree to maintain that cost until 2023, because we are on a plan. They gave me a five-year plan for our costs, and we have three years left on it. It would be held for those years. But after that, it would be subject to the increases that all of the modules receive every year. At the end of that cycle, they send me a three-to-five-year plan anyways.

Mark: We could renegotiate possibly at that point. Right?

Sheila: I don't know. It's usually been about 3%, so it's not a big increase. You're not going to get hit with \$20,000 or something like that.

Mark: That's what it started at. Right? Was it like originally when this first came out were, was the cost at like 20 or 25?

Sheila: Well, no. there are two costs involved. The first is the set up. That was \$20,000. That has been reduced to five. That's a one-time payment. The annual fee, which was originally, and that was five years ago was \$10,500. Right now, to get it it's between \$15 to \$16,000. He was willing to, and he wouldn't go any lower than \$12,500.

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Mark: I was just trying to remember, we had so many numbers.

Sheila: The \$12,500 is what we're going to be paying annually. We probably wouldn't be able to start this process until first quarter 2022. Actually Jill's already on it because she's already done some of it for us. She's been talking to the treasurers to accumulate the different payroll programs that everybody has. We've started to do some of those exercises to try to figure out what they have for programs, who is the person that actually does the payroll. The training for that for that is \$5,000. The way they train now is they would come in and they would train us first. The retirement board staff gets trained, then they do the treasurer training. So, they want us to be able to do what we need to do on our end, before they go out to see the treasurers and the initial setup, which was some of the questions that some of the board members have is that the parameters for the members set up by us. So, depending on the information or what the parameters are that we want to set up would be, would detail. Most of the parameters would only give you a warning. There are some parameters that would give you an error that would not allow the treasurer to post or to upload. You wouldn't even be able to upload the report until you fixed it. Most of them are warnings. And he said, it depends on what you want for parameters as to what you're going to get for warnings. He said that's the biggest part of the initial setup of this is putting together the parameters of what you want to see for those deduction reports. The testing phase is what takes the longest. His suggestion was to find four to five units that would be willing to be the betas or the demos with treasurers that are willing and able to participate because we can't test it until we have people that are willing to participate and able to test it on our end. The testing phase is what takes the longest and is the most time consuming. But once the testing portion goes through and he suggested that the four or five units not to not be all say Munis or not to be all Harpers that to give yourself a range of maybe a large unit, medium unit, and a small unit. So, you've got somebody that's testing, and he said, then it rolls a little bit easier. Once you know that Harpers, one of your larger unit has Harpers, the rest of them will all fall in. And so that was kind the synopsis of the training and what you're going to get for the \$5,000. We probably would not be in the queue until the first quarter of 2022. Looking at if we were to go ahead and execute something now. The earliest we would be able to start a sometime in February.

Michael: What's your proposal? What's your ideal planning?

Sheila: I was going to start the process. The preliminary stuff that doesn't cost anything, or that we're going to do on our end, we can do before that. Trying to get our training and everything started would be in February. And I would hope that we would have staff.

Mark: And that works for you by then?

Sheila: Yes. February is not too bad. By February we close by the middle of February. That's not a bad time of year, between February and mid to end of April is usually kind of quiet. We hopefully have enough time to do that.

Mark: And do we pay the three years up front?

Sheila: No, we pay annually, and we don't get assessed the \$12,500 until next year. We don't pay it at once.

Mark: So, if we started February, we wouldn't be assessed our first bill until December of ~~2023~~ (2022)

Sheila: The answer to that is yes, but they want us to pay now in September because that's our original contract date. But I told Stephan that I need more information as to why they're changing. Because originally, we were paying in December because we executed a contract in September, but we weren't up and live and doing anything until December. But in some respects, it doesn't matter. We owe them a certain amount of money in the year anyways. September versus December isn't a big deal.

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Paul: I would like to make a motion to you allow the purchase and installation of the deduction posting system from PTG.

Beth: I'll second.

Michael: close motion, Karen second, further the discussion.

Sheila: Just to add on and so that you're aware, current users, and I only asked about counties is Plymouth county, Essex county, Barnstable county, Middlesex county, and Norfolk county. We would be the sixth county to utilize this. We are not quite the last, but we'll had plenty of before us to kind of iron out all of the kinks. I would think that between, I mean, all of them are larger than us, but between Middlesex, Plymouth, and Essex, that they have quite a few units that they've been able to do it. I think we should be okay.

Mark: And Beth, you have experience with that, correct?

Beth: Yes, I think it's a time saving module and it will free up time for more important duties.

Sheila: And I think the biggest thing too, and Beth correct me if I'm wrong, but it's not only the efficiency. I mean, we're doing some things different now. We're proofing before we're posting and stuff like the, that, but the reality is, it's a needle and a haystack right now, but once you have the parameters set and you get the warnings, now you're only having to do the analytics on a few people, not everyone and not the whole unit. So yeah, you're only looking at the people that need attention. Some of those aren't really going to need attention if there are adjustments from a prior month because they were wrong. It's two seconds for the whoever's posting the deductions to say, yes, it's right. Good. Let it go.

Beth: Yeah, absolutely. I'm a hundred percent for this.

Michael: Just to clarify, I think there was a reference that they could change. You talked about a three or five-year proposal?

Sheila: He's going to hold the \$12,500 for us until our next cycle.

Michael: Maybe, maybe for next month or something. We can just look at those details, copy of invoices or something again, see what we're locked in on. And the timing of everything.

Sheila: Yes. I have it here somewhere.

Michael: They're not going to low ball this?

Sheila: He said no. And the other thing is, looking at the increases that we've had in the past and I could do the math on. They've done right on about 3%.

Michael: They're not hiking it up?

Sheila: No.

Michael: Okay. Any further discussion? All in favor?

Mark: Aye, Mark Bashara.

Karen: Aye, Karen Williams

Paul: Aye, Paul Lisi.

Beth: Aye, Beth Matson.

Michael: Aye, Michael Ovitt.

Vote to approve the purchase and installation of the PTG deduction posting module and the vote was unanimous.

3.) The Board considered ordering a medical panel for an Involuntary Accidental Disability application filed by the Town of Becket.

Michael: The board is asked to consider ordering a medical panel for the involuntary accidental disability application filed by the town of Becket. If you can bring us up to date on that. We saw your email, Sheila. You talk about medical panels; can you bring us up speed on that?

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Tom: Are I'm sorry, I didn't catch some of that.

Sheila: Mike just wanted to you to bring us up to date with the involuntary from Becket. The board has your opinion regarding the request for the medical panel. As I indicated in the email, this member has indicated that he will participate. He's been notified of today's hearing with a certified letter, he's indicated that he will provide some medical information for this. I guess my question to you, Tom, is, he hasn't provided it yet. Is it appropriate if the board goes ahead and votes to accept the application as recommended and order a medical panel that I wait maybe a week before I send it in, because if he gets it to me great, or if he doesn't, then we just go ahead with it, whether he participates or not correct?

Tom: Right. What I would suggest is that, and we won't get into any medical information here. We don't have to. We've recommended that the application as is meets the threshold requirements for the convening of a medical panel and to be appropriate for the board to vote, to convene a medical panel based on the information that it has. But the problem with some involuntary applications, is that the member is not required to list his medical providers and the board is not required to obtain those medical records. As a result, sometimes when the medical panel is convened, the documents are pretty thin. They don't have a lot of the medical and they will either decide based on what they have. That might be, well, we can't say it's permanent because we don't know this. Or we can't say he's disabled because we don't know, we don't have the MRI results. It's been a problem in some cases in the past. The appropriate thing to do and the board can't force this, is to offer the member the right to supplement the medical record by signing that same authorization listing his providers, the board can get the medical records and include them with the package. But if the member doesn't want to cooperate, don't forget it's a voluntary application. He doesn't have to do it. But at least the board has gone to that extent to provide that opportunity to the member, to provide additional medicals. If it's a negative medical panel, you know, the member's contribution to that would probably be substantial. If he doesn't provide additional medical records. I think waiting an appropriate period of time for him to do that, probably would be reasonable. But on the other hand, the employer has a right to get this application processed as well. I would be reasonable in the amount of time you're going to allot to this individual to provide additional medical records.

Mark: Tom, is there any statutory time? I mean like within a certain amount of time or is it just the word reasonable?

Tom: No, believe it or not Mark, the statute says the board has to decide on a case within 180 days. And of course, that's, you know, that's six months, no application for ADI can be acted on in six months these days. That statute was written when the application was only three pages and the member's own doctor sat on the medical panel. Things were a lot quicker. There is no time constraint, but the employer of course, can complain that the board is dragging its feet. He's paying - the employer, is paying the injured worker. They want to fill the job they're paying overtime. There's a lot of constraints on the employer here to sort of question the board and how quickly they are, they're moving the application. So that's why I think a reasonable yardstick would be appropriate, Mark.

Michael: Thank you. I would make a motion to order a medical panel for an involuntary accidental disability application by filed by the town of Becket. Motion discussion. All in favor.

Beth: Excuse me. Do we need to do a roll call because we're in a zoom meeting?

Tom: Yes, because you are participating remotely Beth. Correct? Right. Every vote has to be by roll call.

Michael: Good. We'll just we'll call the vote again. Michael Ovitt, aye.

Mark: Mark Bashara, aye.

Karen: Karen Williams, aye.

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Paul: Paul Lisi, aye.

Beth: Beth Matson, aye.

Vote to approve processing the involuntary disability application and ordering a medical panel a vote was taken and it was unanimous.

EXECUTIVE SESSION Scheduled for 10am

4.) **Executive Session** under Purpose #7 of the Open Meeting Law – To comply with, or act under the authority of, any general law, the Exemption (c) of the Public Records Law (GL c. 4, s. 7(26)(c)). Review of Accidental Disability Retirement Application.

Michael: Item number four, going into executive session. Do you want to do that into motion, Paul?

Paul: I'll make a motion to enter into executive session under purpose number seven of the open meeting law to comply with, or act under the authority of any general law. The exemption C of the public records law, general law chapter four, section 7 26 C review of accidental disability, retirement application.

Karen: Second

Michael: Motion in second, all those in favor. Michael Ovitt, aye.

Mark: Mark Bashara, aye.

Karen: Karen Williams, aye.

Paul: Tom, should I have said we will be reconvening in open public meeting?

Tom: Yes, that's usually included in the motion.

Paul: I would just have to amend my motion again. The motion is to enter into executive session under purpose number seven of the open meeting law to comply with, or act under the authority of any general law. The exemption C of the public records law, general law four section 7 26 C review of the accidental disability, retirement application. And we will be reopening in public session.

Karen: I'll second the amended motion.

Michael: Motion. Second, take our vote again, Michael, Ovitt, aye.

Mark: Mark Bashara, aye.

Karen: Karen Williams, aye.

Paul: Paul Lisi, aye.

Beth: Beth Matson, aye.

Sheila: So the meeting is locked, so no one from the public can join while the Board discusses the disability application.

The Board entered executive session at 9:53am

The Board returned to regular session at 10:19am

Tom: Mr. Chairman, just for the purpose of the minutes, you probably want to announce the vote that the board made in open session. So, it can be in the public minutes.

Michael: We are returning to regular session regarding the outcome of item #4 for executive session, the vote was to grant Christopher Colello an accidental disability retirement benefit. The vote was unanimous.

Thomas Gibson provided a legal update to the Board:

Tom: A few other matters. Mr. Chairman, before you're done with your legal counsel for the meeting just want to report that on the outside section of the state budget that would increase the amount of hours that a retiree could work in the public sector. As you know, the outside sector increased that number from 960 to 1200. The governor vetoed that and this week, the house

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overruled that veto. I think 150 to 0. So, there is strong support for extending those numbers of hours and the Senate will be taking it up. I don't know which day, but we expect that the Senate will vote similarly, and that veto will then be overwritten. I just wanted to update the board on that. We'll let you know when that does occur. From your discussion with John Boorack, the state set their rate of return now on their new valuation was down at 7%, where Berkshire already is. So that's good news, but by doing that, it added 3 billion to the unfunded liability of the Commonwealth's retirement systems. Now at the state level, they don't blink an eye at that. But at a municipal level, as Sheila and Beth and the rest of the board members know, when you depress your soon rate of return and you add to the unfunded liability and it is reflected in the funded ratio numbers going down, then the finger wagging starts with the town fathers and mothers, as to what are you guys doing at the retirement office. How come you're in such terrible fiscal and financial shape? And the and the answer is all you can do is put the facts out. But those numbers are pretty the arbitrary based on the valuation. But the Berkshire's system is in good shape going to be fully funded by what year Sheila?

Sheila: 2028. And we did drop ours to 6.75%. We were able to eliminate \$9 million of our unfunded liability and we were able to maintain our assessments and stay at that 2028. We did pretty well and we're at 87.4% funding.

Tom: That's wonderful. Now the I got in the tail end of the conversation, are you talking about going to a mini valuation for each member unit in the system?

Sheila: We did have that discussion because of the changes that have been made and the towns regarding the group four classifications. It's one of those things that just seems to be happening in many of the towns. It's up to the board to make the decision of how they'd like to do it, but maybe putting the liability along the lines of where it belongs might be the time to do that.

Tom: Right. We made that decision in Middlesex back in 2002 and 2003. And when John Boorack cautions you about having community input, I would second that because it came as there was a lot of sticker shock that came with the new assessment numbers in the municipalities who all of a sudden had to pay for their own group four workers. In the past, that liability had been dispersed on with the housing authorities and the other governmental units don't have group four employees. So, by doing that individual valuation, each town pays their own pension liability based on their own hiring practices. And if they want to hire more employees, if they want to pay them higher salaries, then they're going to pay the pension liability for that and not have another governmental unit chip in to pay for that. I think it's a much better and fairer way of doing the valuation. And that's my 2 cents. It's worked well here in Middlesex. Once we got over that initial tumultuous time where the towns wanted to fire the retirement board and go under the state retirement system. I don't want to see that happen in Berkshire county. I think, Mr. Chairman, that would sort of conclude our legal report, unless there's anything, any matters the board would like to be kept up to date on?

Michael: There's a couple that are on the consent agenda. On the miscellaneous correspondence, you could pull those items out.

Tom: I'm sorry, Michael, I'm having difficulty hearing you.

Michael: Item number, letter number O miscellaneous correspondence. There were some items you'd like to send to the regular agenda. And this, the letter review regarding Patricia Brown.

Sheila: The recoup of the woman that had passed away, Garland Cummings.

Tom: Yes. We were able to track her down and I was able to find out her new address and her email address. And I both sent her a letter and an email, telling her that, this debt is still outstanding and that she should contact the retirement board, initiate those installment payments that she said she wanted to do last year. I forget the date, the deadline we gave to her, Sheila, but I think it's come and gone. Has it not?

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Sheila: Yes, it has. Because I think she had 30 days and I think that 30 days expired sometime in September.

Tom: All right. I didn't want to do this, but, because you get to the point where at what point does it cost you too much money to pursue the member may owe. But I think we should initiate at least some kind of small claims action out in California. I have no right to practice law in California, but we'd have to team up with somebody who does and refer this to some kind of a collection law firm. That'll take a cut of what they recover from her. It's up to the board to make that decision what they want to do.

Michael: So what's long and short of the amount?

Sheila: The amounts on the budget because we've already actually been in contact with PERAC and PERAC actually suggested that we write it off. So, the money has already been written off in the Administrative Expenses.

Michael: Five thousand?

Sheila: Yes, we have done that.

Mark: So, that's what was owed to us?

Sheila: That's what owed us.

Mark: Do you know what we've spent so far?

Sheila: The only thing we've done is a couple letters from Tom.

Michael: But now if it goes to the collection agency then they get half of that. If we were to recover the full amount.

Sheila: I don't know. Tom would have to say, I don't know what the usual range is.

Michael: Is that correct?

Tom: Usually it's a contingency fee, but some of them want their money upfront. They don't want to do this for nothing. It depends on the whoever the collection law firms in California. We would have to do a little research on that, but it's really annoying. And we experience this in other retirement systems as well. When money is direct deposited into an account, usually a joint account for a retiree. The retiree is older and formed and passes away. And nobody tells as the retirement board and by the time we find out about it, extra money has been paid. Then you are scrambling trying to collect that money back. And if it's more than 30 days, the bank puts it hands up and says, we can't do anything to help you whatsoever. And you're chasing the ne'er-do-well nephew or niece, or in this case daughter, who was absconded with that money. And really frustrating for retirement board. It's one of the weaknesses in the retirement system that really gets to me. I don't know how anybody can just take this money and put it in their pocket when it doesn't belong to them. But getting it back from them there's a lot of hurdles involved in it.

Mark: Sheila, we did take steps by putting, purchasing PBI?

Sheila: This was pre to that.

Mark: Yes. Right, right. But I'm saying since then, we've taken the steps where that -

Sheila: We've only had one other instance and it was probably 25 years ago, 24 years ago. And the money was, it was like \$250, so we've been really lucky that we haven't had any large losses on any of this. But it is, as Tom said, it's really frustrating because the money goes into the bank. It's clearly her pension, she passes away. The bank is notified of her death, but because it's a joint account, they don't do anything. And so of course it was also one of those fly-by-night banks too. A local bank of some sort, so we just didn't get notified, but it you're right. It's frustrating.

Michael: Does there appear to be any resources we could go after?

Sheila: I've spoken to her twice. She basically went with the fact that you have to understand, Garland Cummings had been collecting a pension since 1963. So, when Garland Cummings actually started collecting this pension, 50 something years ago, this woman was actually getting the children's allowance. So, she went on the basis that when her mother died, then this pension was

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now hers. That was her story until she realized that the affidavit is where we kind of caught up with her. She's gone through everything. And said 'I didn't use the money for myself. I used it to pay for my mother's funeral.' I said, your mother wasn't entitled to it. She passed away. And, she said 'I suppose I could give you something like \$50 a month or so'. And I said we'll have to work that out in a formal agreement, and you'll have to do that through our legal counsel. Since then, she's closed all of her accounts and went underground.

Michael: So, do we treat this more of a learning experience and a charge off through PERAC, you said?

Sheila: No. I think we give Tom the opportunity to at least explore what our options are without spending a lot of money. I mean, it's \$5,500. If you can get anything back. I mean, I know it's just the point of it, but if it isn't that expensive to try to get something back, maybe we try? Otherwise, you are just you're right.

Mark: I mean, as long as the cost to recoup it, doesn't exceed what we owe. Then at point I'd say we gotta draw a line and say to just write it off.

Sheila: What do you think, Tom?

Tom: I don't want to spend a lot of the board's money pursuing this, if it's going to be, even if we get a judgment you know, the court will say pay \$5 a month. And then every time the \$5 doesn't come in, you're sending out more letters, and bring her back to court. It's really annoying. This is why lawyers like me, don't go into collection law because it so it makes your blood pressure go through the roof. But to answer, to add to Mark's question, we do now have PBI. Correct, Sheila? The agents that checks these things. So, the likelihood, Mark, of this happening again is not zero, but it's much less likely to happen again. Because the company that the board is hired to check the death records and things of that nature.

Sheila: With PBI, I can already tell you there were three people that I got deaths through PBI that I never got obituary or a phone call from a family. So. it does work well.

Mark: Yeah. That's, that's why we brought up, that's why I asked that. So, we've taken steps at least. And then, so if anybody questioned anything that we did take steps to help narrow that down.

Michael: Should we have any kind of a notification or any disclosure that goes out with an annual statement that this, I mean is clearly fraudulent, but should we be notifying people?

Sheila: Gee, I don't know.

Michael: Of the requirement –

Karen: When affidavit was mailed.

Michael: Yeah. I mean, she said she was confused, but...

Sheila: Well, no, I mean. She gave us a story, but every person that retires through this office is given the specific direction that the pension, no matter what –

Michael: 1963 was the last time -

Sheila: Oh, no. Garland Cummings used to, we had contact with her, Mike. She was somebody we knew, and we knew Patricia Brown. That's, what's actually really kind of frustrating about this whole thing is the two of them were known to us and they talked to us regularly. I don't believe that Patricia Brown didn't know that it wasn't hers, but that's beside the point. They're all counselled that. No matter whether you take an, A, B or a C, your pension ends, and you need to notify, and it stops at that point. So, I mean, we can - I don't know what other kind of notifications that we give to people because, and that's how we caught Patricia Brown. She couldn't sign the affidavit.

Michael: That anyway, that's right.

Sheila: The affidavits were going out. She couldn't sign it.

Tom: Mr. Chairman, I think if it would be appropriate, if the board put this in our hands to do sort of a cost benefit analysis to see whether it'd be worth pursuing her legally for collection. As galling as it is, the board still has to act in the best interest of the system and the members. And sometimes you

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have to eat these things, as distasteful as they may taste. But we'll let the board know. We'll make some inquiries about the whys and wherefores of pursuing her legally and we'll report back to the board.

Mark: So, by now, next meeting, Tom, you think?

Tom: Sure. When's the next meeting?

Sheila: October 27th.

Michael: Thank you, Tom.

Tom: Have the information for the board by then, right?

Michael: The other one was regarding firefighters participating in emergency aid. We can look these over. Not sure if you want to comment on this?

Tom: Oh yeah. Well, this comes up from time to time when there are natural disasters, and we have firefighters from Massachusetts who go and other workers you may have electric, light workers and others who leave the state to go help in other jurisdictions. And the question is, what happens if these folks get hurt or die while traveling to, or from this employment? Or at actually providing services to this employment? And I just wanted to double check with PERAC to make sure because we've had firefighters, I think from the Western part of the state, we've had them from Middlesex county, go there and the most recent, I think it was hurricane Ida. They went down to to render some service. We want to make sure that we're on solid ground. That if these folks got hurt, that they were going to be covered for disability retirement, or section nine benefits for their spouse and PERAC confirm that, and I want to let the board know that.

Michael: Okay. The other thing, and we haven't had a chance to discuss this yet. The transcription services between our last meeting and today, we've I guess, approved temporarily using an individual. I believe I took a count of about 24 pages on one meeting and that normally would've been about maybe four or five?

Sheila: Yeah. Well, probably few more because it was what, you know, the last –

Michael: Do we have any obligation or any recommendations to summarize?

Sheila: I can, but I mean, it's a kind of a work of progress. I mean, that's what she gave me. And I think that you all know that the time that I have. I'm only one person and it's limited as to what I can spend my time doing it right now. We're doing transactional stuff, I'm training Jill.

Michael: We're talking about the transcription.

Sheila: Right. That's right. That's what I'm going to get to, Mike. The thing is that we had suggested it's going to be temporary to see how it works and until I can get enough staff and I've got time. It takes a long time to do minutes. And so, this is going to be just a temporary situation where we can get the minutes done. They're done in a timely manner. It'll be very thorough. They are what they are. I can go through and edit and summarize some of it if you'd like me to. I go through it right now, what I had to summarize, or edit was like inaudibles and things like that. But I think it's just easier at this point to do it that way. It's you know, it's a couple more pages in the minute book, but it is a reflection of what actually happened at the meeting.

Michael: But going from 6 to 24 is a little extreme. I don't know if there's any guidance or that's something Jill can work on or being familiar with the process. Tom I'm not sure how your board and other boards handle that?

Tom: If I understand your question correctly, we have a board secretary who part of her lease is to take minutes of the board meeting. The minutes are then drafted, presented to the chief administrative officer for review. And to me for review, we make our edits and then that's it. We don't use a transcriber at Middlesex. The board and the AG's office doesn't require that. Some boards and some of my clients like to have that because there's been disputes in the past regarding what was said and what was not said at a board meeting. And when every time you condense a discussion, there's always that element of subjectivity that is whether it's intentional or

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unintentional that's involved. In some boards, it's a more sensitive subject than others, but it has not been an issue for us here at Middlesex so far.

Michael: Okay. And we obviously post minutes and there appears to be a lot of possibly the inaudibles and all that.

Sheila: Yeah.

Michael: I didn't know if you had to go through these because there's still, with what I saw on the first one, there's still a lot of unknowns.

Sheila: There was inaudibles in there?

Michael: Yeah. It's just and some of it might be typos –

Sheila: I cleaned it up for the minutes. So, if that was the pre-edit, I thought it removed all. because what I did for the inaudibles is she marked the time and if I could go in and I could determine what was said, I would put it in there. Otherwise, if it's inaudible, I'd just remove it because I don't know what was said.

Mark: Aside from Mike's point, which I completely understand, as I reply to my email, something you might want to consider, is that once you're fully staffed with the two new members and they kind of have a good grasp for what's going on, is it something that maybe one of them could do instead of having the director do?

Sheila: Yes, it is. Because what I would still do is what we were doing the past. The meeting will be recorded. So. it would be something like, Tom just explained, we could have a secretary run through it, then I could go through it, edit it. And then it's presented to you as a draft. It's just that right now it's just, it's easy because she can transcribe them, I can go through and edit them, I can drop them in the minutes and they're done.

Michael: I mean, yeah. Cause that's what I'd like to see down the road once we're set. By the time it gets us, it should be filtered very well. And it should be a lot less, but as I said, I always thought it shouldn't necessarily have to just be you to do it. It would be good whether Jill or the new person or they take turns. I think both of them should be aware of it. Because with such a small staff, you really need to have a lot of versatility and cross training.

Sheila: It should be relatively easy because the meetings will be recorded. The recording stay for a year, so there's no issue and then it's easy. If there's a dispute, like Tom said, I didn't or I did - and then you can go back to the recording for a period of time and say, yep, you did or no, you didn't.

Mark: All right. So as long as we're working on that.

Sheila: Right now, it's just, this is what we gotta do to make sure it's done.

Mark: If you can do what you said, at least try to filter out some. Just an example, he said over 24, if you got it down that to 15, I said still that's fine.

Michael: Okay, Tom, thank you very much.

Tom: And I just want to say welcome Jill. I see you sitting in the corner over there, welcome Jill.

You're in a great spot and if you have any issues when Sheila is on her little trip - Sheila, please make sure she has my phone number and email, and I will be happy to help at all. Don't be shy to dash off an email or give me a quick call if you need some guidance or help on something. I'm sure you have other resources as well, board members too. But if you have an issue that you need a quick answer on, please feel free to reach out to me.

Jill: Thank very much.

Tom: Thank you all. See you next. All right. Sheila, have a good trip.

Sheila: Yes, thank you, Tom.

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Consent Agenda Detail:

MINUTES:

a.) The Board minutes of the meeting of August 30, 2021, and September 3, 2021 to be signed and approved.

Minutes provided as an attachment to email

INVESTMENTS:

b.) The Board received from PRIT a statement of performance for August 2021. The PRIT Fund returned 1.28% for the month of August.

Investment report provided as an attachment to email

The Board was notified we would be increasing our monthly redemption from 1.2 million per month the 1.4 million for the next 2 months to cover our pension payroll obligations and an outstanding 3(8) billing owed to the State Retirement System. The monthly redemption amount will be reviewed again in January after the December assessments are received.

BANK STATEMENTS:

c.) The Board is in receipt of the bank statements for August 2021. The Board is also in receipt of the budget for September 2021.

Note: copies of cashbooks for August 2021 were emailed to each Board member prior to the meeting.

MONTHLY WARRANTS:

d.) The Board is asked to approve payment vouchers:

09-01-21	\$60,245.76
09-02-21	\$86,735.50
09-03-21	\$4,868.49
09-04-21	\$23,580.79
09-05-21	\$3,573.43
09-06-21	\$1,552,810.25
09-07-21	\$177.00

REQUESTS FOR RETIREMENT:

e.) The Board is asked to approve the application for superannuation retirement from Susan Gigliotti, MGRSD, Admin Asst. The retirement will be effective 08/01/2021.

The Board is asked to approve the application for superannuation retirement from Rebecca Bliven, FRRSD, Paraprofessional. The retirement will be effective 08/24/2021.

The Board is asked to approve the application for superannuation retirement from Monty Green, Alford, Highway Supt. The retirement will be effective 10/29/2021.

The Board is asked to approve the application for superannuation retirement from Gerald Cahalan, Dalton Fire Dist. Fire chief. The retirement will be effective 11/01/2021.

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MEMBER TRANSFERS OUT OF SYSTEM:

f.) The Board is asked to approve the notice of transfer of the account of Garrett Crennan, a member in Lanesboro to Pittsfield Retirement Board. The Berkshire County Retirement Board will accept liability for 2 months of creditable service. The amount of the transfer is \$10,210.52.

The Board is asked to approve the notice of transfer of the account of Roslyn Broch, a member in Williamstown to Essex County Retirement Board. The Berkshire County Retirement Board will accept liability for 2 years and 3 months of creditable service. The amount of the transfer is \$38,214.15.

REQUEST FOR SERVICE BUYBACK:

g.) There are no requests for service buybacks in the month of September.

REQUESTS FOR REFUNDS:

h.) The Board is asked to approve the applications for refunds from the following members: (Pending approval from Dept. of Revenue- child support division)

Deceased Refunds:

Jason Bennett	MGRSD	\$22,767.91
Donna Jordan	CBRS	\$37,477.85

Member refunds:

Noah Nault	MGRSD	\$6,632.68
Natasha Sweetser	CBRS	\$4,645.26
Jean Kirsch	CBRS	\$2,099.41
Paul Polson	Lanesboro	\$2,458.21
Richard Scullin	MGRSD	\$24,922.27

INJURY REPORTS:

i.) There were no injuries reported in the month of September

NEW MEMBER APPLICATIONS:

k.) The Board is asked to approve for membership in the Berkshire County Retirement System the following members:

7284	Chad Heath	Stockbridge	8/28/2021	Police Officer	4
7289	Brandon Coppola	CBRS	8/27/2021	Paraprofessional	1
7290	Gillian Pergola	CBRS	9/16/2021	Paraprofessional	1
7291	Megan Dupre	CBRS	9/16/2021	Paraprofessional	1
7292	Amanda Lee Kilmer	CBRS	9/16/2021	Paraprofessional	1
7293	Haley Sickell	CBRS	9/16/2021	paraprofessional	1
7294	Kimberly Stuart	CBRS	9/16/2021	paraprofessional	1
7295	Frank Alfonso Jr	W Stockbridge	8/16/2021	Bldg Grounds Supt	1
7296	Victoria Styer	MGRSD	8/31/2021	paraprofessional	1
7297	Krista Ullrich	BHRSD	8/31/2021	paraprofessional	1
7298	Angela Hillman	MGRSD	8/30/2021	paraprofessional	1
7299	Ramita Jain	MGRSD	8/31/2021	paraprofessional	1
7300	Brandon Page	Lee school	8/25/2021	paraprofessional	1
7301	Erica Howard	MGRSD	8/31/2021	paraprofessional	1
7302	Emmilyn MacNayr	Lee school	9/16/2021	Paraprofessional	1

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7303	Tiffany Ingalls	Florida	8/25/2021	RN/School Nurse	1
7304	Carly Soucie	Florida	8/30/2021	Teacher's Assistant	1
7305	Ericca Broderick	Richmond	9/2/2021	Paraprofessional	1
7306	Michelle Alexander	MGRSD	9/6/2021	Paraprofessional	1
7307	Tyler W Collins	Monterey	8/1/2021	Highway Operator	1
7308	Alice Van Deusen-Ferrin	SBRSD	8/30/2021	ESP	1
7309	Catrina Carolan	SBRSD	8/30/2021	ESP	1
7310	Shannon McDermott	SBRSD	9/1/2021	ESP	1
7311	Morgyn L Gasperini	SBRSD	9/1/2021	ESP	1
7312	Sarah Mottola	SBRSD	8/30/2021	ESP	1
7313	Nathaniel Drake	SBRSD	9/7/2021	Assistant Teacher	1
7314	Michael Oggiani	BHRSD	8/25/2021	Paraprofessional	1
7315	Joallen Forte	BHRSD	8/25/2021	Paraprofessional	1
7316	Monica Dingman	Lee school	9/16/2021	SPED Secretary	1
7317	Claire Klammer	Williamstown	8/30/2021	Office Manager	1
7318	Brett Smith	Richmond	9/20/2021	Equip Oper/Laborer	1
7319	Cory Wilcox	Dalton Fire Dist	9/13/2021	Firefighter	1
7320	Shannon Magane	FRRSD	8/26/2021	Paraprofessional	1
7321	Sarah Brill	MGRSD	9/1/2021	Paraprofessional	1

RETIREMENT ALLOWANCE APPROVALS:

k.) The Board received approval from PERAC to grant a retirement allowance to Marlene Walsh, Lee Housing Auth, as of as of 12/31/20. Annual pension amount is \$24,981.48.

The Board received approval from PERAC to grant a retirement allowance to Patricia Becker, CBRSD, as of as of 06/16/21. Annual pension amount is \$8,105.04.

The Board received approval from PERAC to grant a retirement allowance to Lynn Hayden, MGRSD, as of as of 06/17/21. Annual pension amount is \$21,852.12.

The Board received approval from PERAC to grant a retirement allowance to Kathleen Griffin, Lee, as of as of 06/18/21. Annual pension amount is \$7,134.24.

The Board received approval from PERAC to grant a retirement allowance to Deborah Wetherell, CBRSD, as of as of 06/18/21. Annual pension amount is \$29,638.20.

The Board received approval from PERAC to grant a retirement allowance to Kathleen Koscher, Lenox, as of as of 06/18/21. Annual pension amount is \$15,124.56.

The Board received approval from PERAC to grant a retirement allowance to John Marley, Dalton, as of as of 06/29/21. Annual pension amount is \$32,028.84.

The Board received approval from PERAC to grant a retirement allowance to Nancy Banach, BHRSD, as of as of 06/30/21. Annual pension amount is \$24,826.20.

The Board received approval from PERAC to grant a retirement allowance to Ellin Omelenchuck, Lenox, as of as of 06/30/21. Annual pension amount is \$24,636.60.

Berkshire County Retirement Board Meeting
September 29, 2021

The Board received approval from PERAC to grant a retirement allowance to Linda Clifford, Lenox, as of as of 06/30/21. Annual pension amount is \$14,259.84.

The Board received approval from PERAC to grant a retirement allowance to Melissa Strezynski, Lee, as of as of 07/01/21. Annual pension amount is \$15,432.84.

The Board received approval from PERAC to grant a retirement allowance to Timothy Sorrell, Lanesboro, as of as of 06/30/21. Annual pension amount is \$66,461.76.

The Board received approval from PERAC to grant a retirement allowance to Nancy Giardina, Lanesboro, as of as of 06/30/21. Annual pension amount is \$22,885.56.

The Board received approval from PERAC to grant a retirement allowance to Arthur Mottor, CBRSD, as of as of 07/09/21. Annual pension amount is \$18,369.96.

The Board received approval from PERAC to grant a retirement allowance to Brenda Rondeau, MGRSD, as of as of 07/31/21. Annual pension amount is \$33,727.92.

The Board received approval from PERAC to grant a retirement allowance to Delores Harasyko, Sandisfield, as of as of 07/12/21. Annual pension amount is \$22,997.40.

The Board received approval from PERAC to grant a retirement allowance to Michael Farris, MGRSD, as of as of 08/01/21. Annual pension amount is \$11,660.52.

The Board received approval from PERAC to grant a retirement allowance to Zoe Marinelli, SBRSD, as of as of 06/30/21. Annual pension amount is \$22,055.88.

3(8)c REIMBURSEMENTS:

1.) The Board received a letter from PERAC ordering the Berkshire County Retirement Board through the provisions of MGL Sec 3(8)(c) to reimburse the State Retirement Board \$3,156.25 a year toward the retirement allowance of Deborah Cote.

The Board received a letter from PERAC ordering the Berkshire County Retirement Board through the provisions of MGL Sec 3(8)(c) to reimburse the Teacher's Retirement Board \$4,220.09 a year toward the retirement allowance of Janice Bates.

The Board received a letter from PERAC ordering the Berkshire County Retirement Board through the provisions of MGL Sec 3(8)(c) to reimburse the State Retirement Board \$5,026.78 a year toward the retirement allowance of Joanne Heaton.

The Board received a letter from PERAC ordering the Pittsfield Retirement Board through the provisions of MGL Sec 3(8)(c) to reimburse the Berkshire County Retirement Board \$5298.62 a year toward the retirement allowance of Nancy Giardina.

The Board received a letter from PERAC ordering the Adams Retirement Board through the provisions of MGL Sec 3(8)(c) to reimburse the Berkshire County Retirement Board \$10,708.75 a year toward the retirement allowance of Brenda Rondeau.

Berkshire County Retirement Board Meeting
September 29, 2021

PERAC CORRESPONDENCE:

m.) The Board received from PERAC the following memorandums:
#25/2021 Tobacco Company List

Note: copies of memorandums and letters given to each Board member

TRAVEL & EDUCATION APPROVALS:

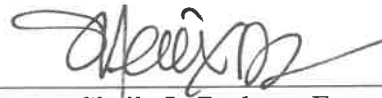
n.) There are no travel or educational reimbursement requests for September.

MISCELLANEOUS CORRESPONDENCE:

- o.) -Letter from Gibson Law Offices to Patricia brown (Garland Cummings) recoup
-Letter from Gibson Law Offices regarding Firefighters participating in emergency aid, is regular service and regular compensation, any injuries sustained would qualify for ADR
-Transcription services contract with Samantha Grzelak
-PERAC Letter Approval of Funding Schedule

The next regular board meeting is scheduled for Wednesday, October 27, 2021 at 9:00am.

RESPECTFULLY SUBMITTED:



Sheila LaBarbera, Executive Director

APPROVED BY:



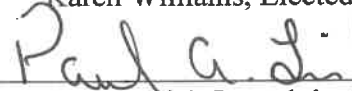
Michael Ovitt, Chairman



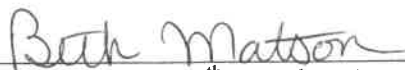
Mark Bashara, Elected Member



Karen Williams, Elected Member



Paul A. Lisi, Jr., Advisory Council Member



Beth Matson, 5th Member Appointed