

**Retirement Benefits Advisory Committee**

Draft Minutes of meeting

Thursday April 25, 2013

Meeting called to order at 6:40pm

Members Present:

Michael Matson, Irv Agard, Howard Lasser, Joy Devorsetz, Art Colley

Approved minutes from 3/6/13 meeting.

1. Committee discussed the "Belden" actuarial cost model. Stated goals of reviewing alternatives is to 1) minimize impact of market / investment return fluctuations and 2) provide the same or better benefit for employees with similar cost. Consensus developed around a "hybrid" plan that would provide a defined benefit component along with a defined contribution component. Irv and Michael agreed to present the group with a straw man to discuss by July meeting. Howard was to ask the town's labor attorney what specifics he might need to bring proposed changes forward in negotiations (see addendum for Howard's report on feedback from Friday April 26<sup>th</sup>).
2. The committee reviewed the current mix (fixed vs. equity) of investments. It was noted that balancing occurs monthly at month end.
3. Discussion on an annual status report to the Selectmen. It was agreed a report including feedback on performance metrics of the plan investment advisor and administrator will be presented to the Selectmen for their July or August regular meeting. Report on performance will include reference to key metrics on response to stakeholders (Retirees, Plan Sponsor and RBAC) and to investment performance. Investment performance to be measured as: reasonable variance from market indexes, where reasonable is within one half of one percent over a three year running average. And market indexes will be blended benchmark of relevant funds.
4. The committee discussed if there should be "social" guidelines to our investment policy statement. It was determined that since we are passive managers to include restrictions on specific types of investment would present complications and difficulties that were not worth pursuing at this time.
5. The committee discussed developing more understanding of the Town's Other Post Employment Benefit (OPEB) obligations and recommendations for the Town going forward. A sub-committee of Irv, David, Bill and Art was formed to develop a grid and report back in three months.
6. The committee discussed member responsibilities, attendance and participation requirements in order to move the committee agenda forward in a timely manner. It was noted that given the roles of several of the members on BOS, BOF and financial support the March and April periods are problematic due to conflicts with budgets. The suggestion was that more sub-committee work may help. Further discussion on the issue postponed until the next meeting scheduled for May 16.

Meeting adjourned at 7:47 pm

Respectfully,  
Howard Lasser

TOWN CLERK'S OFFICE  
BROOKFIELD, CT

May 9 2013 11:44 AM  
*Jean Licker*  
TOWN CLERK