

## Fall River Retirement Board

Date: August 23, 2023 @ 8:30 AM  
At: 21 Father DeValles Blvd., Suite GR1, Fall River, MA 02723

Board members present: Arthur Viana; Chairman, Robert Camara, Mark Nassiff, and James Machado  
Also present for Board: Michael Pasternak; Executive Director, Atty Chris Collins  
Absent: Bridget Almon

Chairman Viana called the meeting to order at 8:30 a.m.

Chairman Viana advised all present that pursuant to the Open Meeting Law any person may make an audio or video recording of this public meeting or may transmit the meeting through any medium. Attendees are therefore advised that such recordings or transmissions are being made whether perceived or unperceived by those present and are deemed acknowledged and permissible.

### Prior Minutes:

The executive director informed the board minutes from the July meeting were not complete  
A motion was made by Mr. Machado and seconded by Mr. Camara table the minutes.  
Motion passed 4-0,

### Warrants:

The Board signed Warrant #2334 totaling \$20,695.51 acknowledging payment of the July 2023 staff payroll.  
The Board signed Warrant #2335 acknowledging payment of the July 2023 Retirement Allowances totaling \$3,934,378.07

The Board signed Warrant #2336 acknowledging payment of the August 2<sup>nd</sup> vendor payments totaling \$701.13

The Board signed Warrant #2337 acknowledging payment of the August 2023 Refund payments totaling \$160,728.28

The Board signed Warrant #2338 authorizing payment of the August 24, 2023 Refund payments totaling \$3,155.85

The Board signed Warrant #2339 authorizing payment of the August 24<sup>th</sup> vendor payments totaling \$157,546.65

On a motion by Mr. Machado and second by Mr. Nassiff, the warrants noted above were approved for payment.

Motion passed 4-0

The following were distributed to Board for acknowledgement, discussion and/or vote:

PRIM – Performance Summary for June 2023

FRRS Cash Books, Bank Reconciliations and Acct Reports –June 2023

PERAC 2023 Memo(s) #16, #17

### Staffing Issues:

The Executive Director informed the board he offered the position to the candidate discussed at the last board meeting, however she turned the position, as she indicated she received a promotion/raise at her current Board. The Director noted that although she indicated she was now making more money in her current position, he sensed there was some uneasiness on her part with having to lose vacation time as well. This was also an issue with the last candidate they attempted to hire in 2020. The director indicated that many departments in the City as well as other state and municipal agencies allow for transferred creditable service to be counted for vacation accruals. He asked the board if they would consider updating their policy to allow creditable service to be counted towards vacation accruals. Mr. Machado questioned how it would impact the current staff at the board. The director informed him each of the two staff members affected by the policy would each gain a week vacation time. Chairman Viana noted the changing work dynamic since Covid and how it has changed peoples views on how they look at work – life balance. He said it is not only affecting his industry, it nearly is universal. Both Mr. Machado and Mr. Camara noted if it were to be allowed it should be for vacation accruals only, not other benefits such as longevity.

On a motion by Mr. Machado and second by Mr. Camara, it was voted to amend the Fall River Personnel Manual to allow creditable service transferred in from another C.32 agency to be applied to total creditable service for the purposes of vacation accruals only.

Motion passed 4-0

While on the topic of staffing issues employee retention was raised by the director and noted that the current member services representative has not received a raise going on second year and felt it appropriate she be given predicated both upon the rising cost of living due to decades high inflation brought upon by the pandemic. The director further recommended a 2-3% increase in her current salary, there was discussion by the board whether this amount was appropriate given the nature of recent inflation, combined with both the length of time since her last increase as well as the issues were seeing with employee retention throughout the job market. Mr. Machado questioned if the board should possibly give a raise between 5-6%.

On a motion by Mr. Machado and second by Mr. Camara, it was voted to grant a 5% salary adjustment for Alexandria Jacob..

Motion passed 4-0

Due to the fact the above noted candidate ultimately turned down our offer of employment the director was instructed to repost the position.

Section 15 proceedings:

The Executive Director informed the board that some progress has made been in obtaining the documents necessary to conduct section 15 hearings relative to Mr. Pessoa and Mr. Correia. He instructed the board a Hearing Officer be appointed to conduct the hearings in the near future and he recommends Atty. Michael Sacco be so appointed.

There was a motion by Mr. Nassiff and a second by Mr. Viana it was voted to appoint Atty. Michael Sacco as Hearing Officer.

Motion passed 4-0

91A Termination Letters

The Executive Director informed the board that the eight Termination Notices received from PERAC were either resolved or in the process of being resolved.

Superannuation Retirement Applications:

Lorrie-Anne Mello – School Dept. – eff 9/5/2023

Michael Ferry – Fire Dept. – eff 9/8/2023

Julia Chippendale – Facilities/Mail – eff 8/29/2023

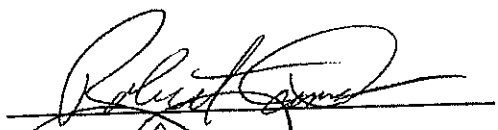
On a motion by Mr. Camara and second by Mr. Nassiff, the retirement applications noted above were approved for payment.

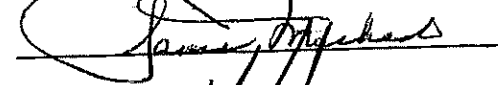
Motion passed 4-0

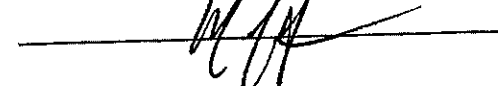
Motion to move to executive session by Mr. Camara and second by Mr. Nassiff


Roll Call Vote Viana – Y, Machado – Y, Camara – Y, Almon – Y

Board entered executive session at 9:05 a.m.

 Robert Camara

 James Machado

 Mark Nassiff

 Arthur Viana