

Call to Order

The meeting was called to order by Chairman Morris at 12:15 p.m. in the Doherty Middle School Auditorium. The meeting was audiotaped but not live cablecast.

In attendance were Chairman Michael Morris, Vice-Chairman Mark Baldwin, Steven Caron and Thomas Hartwell. Also in attendance was Donna Walsh Finance Director. Absent were Selectman Liaison Robert Landry, School Committee Liaison Paula Colby-Clements and Finance Committee Liaison John Barry.

Approval of Minutes

March 14, 2016

Upon motion duly made by Mr. Morris and seconded by Mr. Caron, it was unanimously agreed to approve above minutes. Motion passed 4-0.

Draft Report of Recommendations

Mr. Stumpf invited attendees to comment on the Draft Report of Recommendations distributed earlier in the week.

Former Town Manager, “Buzz” Stapczynski commented that Andover indeed faced a “crisis in confidence” and like all crises the town had faced in previous years, Andover would resolve this crisis fairly and equitably.

Close to two dozen current retirees and half a dozen current employees addressed the Committee. Their concerns covered the following issues:

- a) The average retiree’s pension is \$26,600/year and 25% of retirees earn \$11,000/year.
- b) In some cases healthcare costs are surpassing pensions.
- c) Increasing healthcare costs is a violation of promises made and covenant broken.
- d) Protect the most vulnerable retirees, i.e those who have been retired the longest (over 30 years) and with smaller pensions.
- e) Judgment of a community is how it treats its most vulnerable citizens.
- f) Increasing spouses of deceased employees to 100% “unconscionable.”
- g) Involve active employees in sharing costs healthcare reform.
- h) Active employees have seen an increase in premiums and higher deductibles.
- i) COLA would cover increase in insurance.
- j) Active employees took a pay cut to work in municipality.
- k) Appropriate cost savings to OPEB trust fund.

Committee members responded along the following lines:

- a) State retirement laws arcane, and reform slow in coming; reform needed at local level.
- b) OPEB liability will be \$652M in thirty years unless action taken to slow.
- c) New GASB regulations require unfunded liability to be noted on books.
- d) All stakeholders must own problem, retirees, active employees, unions, administration, etc.

Next meeting Tuesday, March 26th. Final Report available to Board of Selectmen March 31st.

The meeting was adjourned at 1:30 p.m.

Respectfully submitted,

Christine Martin Barraford
Recording Secretary