

# Selectboard Meeting

November 16, 2023 . 11:53 AM . ID: 233643381

## Transcript

00:00 - 00:03

**Selectboard Office**

This will now be recorded.

00:06 - 00:14

**Selectboard Office**

Here's, OK, OK, you can see, you do need to turn the lights on, or you're good.

00:16 - 00:17

**Joe Boudreau**

I'm good.

00:18 - 00:21

**Selectboard Office**

Now, Here, he's just coming in, OK.

00:21 - 00:21

**Selectboard Office**

Perfect.

00:25 - 00:25

**Selectboard Office**

Hmm, hmm, hmm, hmm, hmm.

00:27 - 00:28

**Selectboard Office**

Hmm, hmm, hmm.

00:31 - 00:31

**Selectboard Office**

Oh.

00:35 - 00:35

**Selectboard Office**

Thank you.

00:37 - 00:44

**Selectboard Office**

I know it was buried somewhere, but I could not find an atmosphere where we asked for it against.

00:46 - 00:51

**Selectboard Office**

Does it though, yeah, if I bet, I would have had it right.

00:52 - 00:53

**Selectboard Office**

But I just needed a mm.

00:53 - 00:54

**Selectboard Office**

Hmm.

00:57 - 00:57

**Selectboard Office**

Tomorrow.

01:02 - 01:04

**Selectboard Office**

Ok, yeah?

01:07 - 01:09

**Selectboard Office**

Ok, IG.

01:11 - 01:12

**Selectboard Office**

All right.

01:12 - 01:12

**Selectboard Office**

Thank you.

01:12 - 01:14

**Selectboard Office**

Everyone was my idea.

01:16 - 01:26

**Selectboard Office**

So, just real quick, I didn't prepare an agenda on subjective and we have talked to our attorney.

01:26 - 01:31

**Selectboard Office**

So, I think we have a pretty good grasp on the law and what we can and can't do this.

01:32 - 01:33

**Selectboard Office**

Or do you want to start?

01:33 - 01:42

**Selectboard Office**

Looks, I'm not sure where the other town employees are kind of caught up, around what 32 B is, and then the 990.

01:42 - 01:43

**Selectboard Office**

So I know we've all been on the e-mails to do.

01:43 - 01:49

**Selectboard Office**

Wanna just kinda give the, give us an update on what the attorney said, what 30 to be.

01:49 - 01:49

**Selectboard Office**

Sure.

01:49 - 01:51

**Selectboard Office**

So, so, yeah.

01:51 - 01:54

**Selectboard Office**

We have a couple of, we have one internal issue where we've been paying.

01:55 - 01:57

**Selectboard Office**

Oh, 75%?

01:57 - 02:05

**Selectboard Office**

Right, which we couldn't do without having adopted 9, 8, 9, 7, 8 7.

02:05 - 02:14

**Selectboard Office**

So these numbers down seven is to allow us what we're already doing, which we shouldn't be doing this.

02:14 - 02:18

**Selectboard Office**

We're going to have to ask for home rule legislation to get that fixed.

02:18 - 02:21

**Selectboard Office**

So we prove that Tuesday night.

02:23 - 02:25

**Selectboard Office**

To put on the warrant for a special.

02:26 - 02:42

**Selectboard Office**

So that's really not directly related to the other options as far as paying for health insurance under Early retirement is to adopt nine, E is the way any, sorry.

02:44 - 02:53

**Selectboard Office**

And one night A allows us to pay 50% and allows us to pay more, right?

02:53 - 02:58

**Selectboard Office**

And once we do decide to pay to do that, then it's never somebody's hearing.

02:58 - 02:59

**Selectboard Office**

They retire.

03:00 - 03:02

**Selectboard Office**

We really have no control over alone over here.

03:03 - 03:07

**Selectboard Office**

There's no in-between, Other than that, there's a 50% for them.

03:09 - 03:11

**Selectboard Office**

That's, that's our understanding.

03:11 - 03:26

**Selectboard Office**

Yeah, So, from the school, like, we've been talking about this for, I want to say like six years, just kind of breathing it at the word finance committee conversation, about a benefit that would be really great to have for retirees.

03:26 - 03:32

**Selectboard Office**

And we want to be careful about, you know, and this is for all time, place, and that's why corporate here.

03:32 - 03:32

**Selectboard Office**

So.

03:33 - 03:35

**Selectboard Office**

So, it's not just about the school.

03:35 - 03:46

**Selectboard Office**

So, thinking about that gap, insurance, the health insurance, before you're to qualify for Medicaid at 65.

03:46 - 03:55

**Selectboard Office**

So, know, we want to be careful about saying early retirement because teachers, you know, can be vested in the system and retire before age 65.

03:55 - 04:00

**Selectboard Office**

So, I think it's just the health insurance benefits for retirees.

04:00 - 04:04

**Selectboard Office**

I think we want to be careful about that language, and use that correct tyree.

04:05 - 04:06

**Selectboard Office**

We're already invested.

04:08 - 04:09

**Selectboard Office**

As well.

04:09 - 04:10

**Selectboard Office**

Yeah, we do.

04:10 - 04:15

**Selectboard Office**

I was taught poll, I've heard, after your vested, retiring anytime.

04:16 - 04:19

**Selectboard Office**

It's not a matter of early retirement, right?

04:19 - 04:20

**Selectboard Office**

Exactly.

04:20 - 04:26

**Selectboard Office**

So I think we're all, I guess I'm only, we're only thing early treatment in the 65 not eligible for Medicaid.

04:26 - 04:31

**Selectboard Office**

What we're saying is the language, when you say early retirement, sounds different, right?

04:31 - 04:48

**Selectboard Office**

So for a selling point, right, when you go to bring this, if the board decides to kind of come up with some terms and give health insurance benefits for Medicaid starts at 65, and it gets important that we're all using the same language is not early retirement, town employees, all these folks are really retiring.

04:48 - 04:57

**Selectboard Office**

Like That's not the case, so So some examples, so I said in that I'm here, Right after 10 years, though, enhance your return.

04:58 - 05:10

**Selectboard Office**

Yeah, that's right, 10 years is here so when we were looking at some of the other other Municipal disciplines tenures seem to be what it kept coming up for best.

05:10 - 05:15

**Selectboard Office**

And I don't know what your vendors show, which is why we came up with that 10 years.

05:15 - 05:21

**Selectboard Office**

But, If I could just a moment This No aggression was saying, This isn't the teachers.

05:21 - 05:22

**Selectboard Office**

With all.

05:22 - 05:28

**Selectboard Office**

That said, we're all kind of employees, but, I'm just making sure that I understand what has to happen.

05:28 - 05:31

**Selectboard Office**

So, this is not the teachers coming up with this.

05:31 - 05:34

**Selectboard Office**

This is the town who is going to make the policy.

05:34 - 05:38

**Selectboard Office**

Sure, that because we are account employees, will also benefit from.

05:39 - 05:41

**Selectboard Office**



So, so, I think that's really important.

05:41 - 05:49

**Selectboard Office**

This is, you know, we brought it up six years ago, just saying, What is the policy of what's going on here, because we couldn't seem to get an answer as to what was going on.

05:49 - 05:51

**Selectboard Office**

And then we brought it up three years ago.

05:51 - 06:02

**Selectboard Office**

And when we were talking about it, they select board, was going to look at it, and then when we were having a negotiation, we brought it up again.

06:02 - 06:07

**Selectboard Office**

So, so that has been brought up multiple times, so we're really just looking for clarification.

06:07 - 06:11

**Selectboard Office**

But as 10 employees, were, just come under the umbrella.

06:11 - 06:13

**Selectboard Office**

So this isn't teacher trying to get something.

06:14 - 06:30

**Selectboard Office**

We, as young as 10 employees, just trying to find out what's going on, we'd like to come together collaboratively with everybody, so that we can, because we are just templates to thank you all, But it isn't one of the goals retention here, So, one of the main benefit that will aid retention.

06:30 - 06:35

**Selectboard Office**

Absolutely, I mean, that is for, for sure.

06:35 - 06:39

**Selectboard Office**

Yeah, I'd just like to point out a couple of things here that will be brought up.

06:39 - 06:45

**Selectboard Office**

So, I'm like, Yeah, you can say, because you're 10 employees, but you have the most had employees.

06:45 - 06:57

**Selectboard Office**

That is, that's the issue school, and there's an underlying, you know, of an underlining discontent with the school just just because of the cost of the school.

06:57 - 06:59

**Selectboard Office**

But it would be, I mean, it would cost.

07:00 - 07:01

**Selectboard Office**

But, anyway, so.

07:02 - 07:11

**Selectboard Office**

Well, I think the other thing to bring up to that may be a factor here is you have people that have years of service with a ton of Worthington.

07:11 - 07:23

**Selectboard Office**

That's different than the school, like, you know, when you're talking bested, like, I've been here, 21 years quirks, and here 22, Bob's vested only been open.

07:24 - 07:26

**Selectboard Office**

I think it's like that.

07:26 - 07:33

**Selectboard Office**

Yeah, that's some of the issue, is, I think, it, I think some people feel like it should be years of service to the town.

07:34 - 07:35

**Selectboard Office**

They cannot be according to the why.

07:35 - 07:37

**Selectboard Office**

It cannot be, So.

07:37 - 07:51

**Selectboard Office**

So, that, that's, that's part of the, you know, the issue to either last manage that, they don't come back two to the county retirement.

07:53 - 08:02

**Selectboard Office**

You ever looked into that, but they have, you have to have years served to get, it used to be what your 10 years were up, or you could do.

08:02 - 08:04

**Selectboard Office**

Whatever you need to do, but not they've changed it.

08:05 - 08:06

**Selectboard Office**

I got after I was here.

08:07 - 08:10

**Selectboard Office**

The new guys have to have to have so many years.

08:13 - 08:22

**Selectboard Office**

So many years of service, hence, when you began employment in, years of service has something to say.

08:25 - 08:26

**Joe Boudreau**

Getting back to cook?

08:26 - 08:27

**Joe Boudreau**

Nothing has changed.

08:28 - 08:29

**Selectboard Office**

In order to.

08:29 - 08:32

**Joe Boudreau**

Depending on the size of your pension, is.

08:33 - 08:33

**Selectboard Office**

Determined.

08:33 - 08:38

**Joe Boudreau**

On how many years of service and your age, You.

08:40 - 08:40

**Selectboard Office**

Know.

08:41 - 08:50

**Joe Boudreau**

In the case of my eye, everybody is under the umbrella That covers all retirement

systems in the county, including MT.

08:52 - 08:53

**Selectboard Office**

Aye.

08:54 - 08:55

**Joe Boudreau**

Pretty much, all of whom are the same.

08:55 - 08:58

**Joe Boudreau**

I'll give you examples for me, because I.

08:58 - 08:59

**Joe Boudreau**

Know mine.

09:00 - 09:00

**Joe Boudreau**

I.

09:00 - 09:01

**Selectboard Office**

Retired.

09:01 - 09:01

**Joe Boudreau**

From the state.

09:02 - 09:04

**Joe Boudreau**

It's age 63.

09:04 - 09:07

**Joe Boudreau**

I had 37 years in the system.

09:08 - 09:12

**Joe Boudreau**

I made the maximum I could make, which is 80%.

09:14 - 09:20

**Joe Boudreau**

There's an incentive to stay longer because your retirement is going to be based on.

09:21 - 09:21

**Selectboard Office**

How.

09:21 - 09:25

**Joe Boudreau**

Many years you are in this system, in your age.

09:26 - 09:33

**Joe Boudreau**

So, if you can, you, if you can retire, let's say, when you're visited at 10, your, each time.

09:33 - 09:36

**Joe Boudreau**

I don't have the chart in front of me, but your, your, your.

09:36 - 09:36

**Selectboard Office**

Retirement.

09:37 - 09:38

**Joe Boudreau**

Is going to be a team that's.

09:39 - 09:40

**Selectboard Office**

25%.

09:42 - 09:42

**Selectboard Office**

And.

09:42 - 09:44

**Joe Boudreau**

It's going to be, I'll get to chart, if you wish to.

09:44 - 09:44

**Joe Boudreau**

Take me.

09:44 - 09:46

**Joe Boudreau**

Well, it did show my 5%.

09:46 - 09:49

**Selectboard Office**

Of your zone is framed on my wall.

09:49 - 09:55

**Selectboard Office**

It's advantageous to necessarily retire early, based on the chart.

09:55 - 09:55

**Selectboard Office**

Alright.

09:57 - 10:03

**Selectboard Office**

You know, So, so I think it's gonna detour a lot of folks from what we're talking about.

10:04 - 10:04

**Selectboard Office**

Yeah?

10:05 - 10:11

**Selectboard Office**

I would definitely say I'll think that we're going to Retire good for teachers, or what kind of employees, or whatever we can retire 10 years.

10:11 - 10:12

**Selectboard Office**

Right?

10:12 - 10:28

**Selectboard Office**

But, how do I understand correctly that you could retire after, after 10 years, and before we invested, you're invested after 10 years, and get your 25%, and the minimum age, that you could do that, as well?

10:28 - 10:34

**Selectboard Office**

It's 55, but it depends on when you start, it shouldn't, potentially, teacher.

10:37 - 10:39

**Selectboard Office**

Doesn't learn by, certainly, look on it.

10:41 - 10:42

**Selectboard Office**

First, 80%.

10:48 - 10:48

**Selectboard Office**

Your best.

10:48 - 10:51

**Selectboard Office**

Well, I don't know what the tested in the air and tiara her.



10:53 - 11:09

**Selectboard Office**

Again, I'm Karta Time, or we're not gonna get anywhere, when I was looking at other districts, and I sent you guys what some other business manager set from other districts, they have policies, like 10 years of minimum five year minimum plus 20 years.

11:09 - 11:18

**Selectboard Office**

And empty RS, one hand you can retire at 50 years but 20 years of service, 55 years, 15 years of service in that district.

11:18 - 11:23

**Selectboard Office**

So they have a tiered system or retirement which makes sense.

11:23 - 11:28

**Selectboard Office**

I don't think anybody say that he's saying that you can't do it was far as least as far as the health care is concerned we can.

11:29 - 11:30

**Selectboard Office**

Yeah, well, they.

11:35 - 11:43

**Selectboard Office**

Fall River, These, these are from various, were already trying to get out of something that we're doing, that we're not supposed to be doing, we don't want to get back in.

11:45 - 11:47

**Selectboard Office**

So I apologize, I don't recall seeing that.

11:47 - 11:50

**Selectboard Office**

So, yes, and then e-mail, that has over, actually, guess what.

11:51 - 11:59

**Selectboard Office**

So we could ask our attorney, whether that's something we, all under him, TRS.

11:59 - 12:03

**Selectboard Office**

But my care professionals were under the teacher ...

12:03 - 12:07

**Selectboard Office**

System, but the paraprofessionals or under the Hampshire that we get.

12:08 - 12:11

**Selectboard Office**

Yeah.

12:14 - 12:16

**Selectboard Office**

Yeah, Yeah, correct.

12:16 - 12:17

**Selectboard Office**

Could be an adjunct.

12:20 - 12:30

**Selectboard Office**

So those are front and back, So I sent out on the listserv, like, What do people offer above the 50%, you know, when folks retire?

12:30 - 12:35

**Selectboard Office**

And so that gave some examples of that as well.

12:38 - 12:44

**Selectboard Office**

Ok, yeah, the fifties, the floors because yeah, but there is here.

12:48 - 12:49

**Selectboard Office**

Let.

12:49 - 12:50

**Joe Boudreau**

Me just give you an example.

12:50 - 12:53

**Joe Boudreau**

You're talking about the best of the 10 years.

12:54 - 13:01

**Joe Boudreau**

If you're in Tier 2, 10 years of service and I don't know, Give me, give me an age.

13:03 - 13:04

**Joe Boudreau**

Somebody's edge.

13:05 - 13:05

**Joe Boudreau**

Illiteracy.

13:05 - 13:06

**Selectboard Office**

16.

13:08 - 13:09

**Joe Boudreau**

Doesn't go, it starts at 60.

13:09 - 13:11

**Joe Boudreau**

That's when you can start to retire.

13:11 - 13:17

**Joe Boudreau**

So at 10 years 60, you'll get 14.5% of.

13:17 - 13:17

**Selectboard Office**

Yours.

13:19 - 13:22

**Joe Boudreau**

So, that's, that's what your retirement benefit will be.

13:23 - 13:31

**Selectboard Office**

But the, but the ask would be to then get 50% of your health centers, where you're gonna get 14.5% of your salary, right?

13:32 - 13:34

**Selectboard Office**

And presumably, private sector and make more.

13:35 - 13:37

**Selectboard Office**

Yeah, but.

13:38 - 13:40

**Joe Boudreau**

You're going to live on their pension.

13:44 - 13:50

**Joe Boudreau**

So, that should be a most important factor of when you retire, to get the.

13:50 - 13:51

**Selectboard Office**

Pynchon's.

13:51 - 13:53

**Joe Boudreau**

Eyes you possibly can.

13:53 - 14:02

**Joe Boudreau**

And in order to do that, you gotta look at the chart, or, most importantly, in the case of counting employees, go to the county, and then, they'll shoot.

14:03 - 14:18

**Joe Boudreau**

I went to the State Retirement Board, happened to be an office in the building that I worked at, and I always went to them and asked them questions, but the point is, I hung on until I got 80%.

14:18 - 14:23

**Joe Boudreau**

I think, most people, we're trying to do that as well.

14:24 - 14:30

**Joe Boudreau**

Um, I'm living comfortably at 80%, But you don't want to have to work.

14:31 - 14:32

**Selectboard Office**

At.

14:32 - 14:46

**Joe Boudreau**

14% for the rest of your life, unless unless you have us, um, other means of employment, or other money in the bank that you can live off of, you should try to make your pension as high as you can.

14:46 - 14:50

**Joe Boudreau**

So you don't, or so you're not forced to work.

14:51 - 14:57

**Joe Boudreau**

Social Security benefits, because you have a pension, are not going to be what they normally would be.

14:57 - 15:00

**Joe Boudreau**

There's a whole other law that call.

15:00 - 15:03

**Joe Boudreau**

Well, that cuts down your Social Security.

15:03 - 15:12

**Joe Boudreau**

Even if you worked in the private sector in hand the number of quarters that you need, you're not going to get it if you get a pension.

15:12 - 15:18

**Joe Boudreau**

So there's a lot of factors to look involved, get involved with in.

15:20 - 15:20

**Joe Boudreau**

Present you.

15:21 - 15:22

**Joe Boudreau**

That's you.

15:22 - 15:28

**Joe Boudreau**

Retire at the age in the years of service are most important.

15:28 - 15:29

**Joe Boudreau**

I'm just giving you Good advice.

15:31 - 15:32

**Selectboard Office**

Yeah.

15:33 - 15:50

**Selectboard Office**

And I think regardless, I think what we're here to talk about is the health insurance piece, right, And at what point Would the town look at like kind of that tier like 50 55 or 55 and 60 years years old, and then you know, service.

15:51 - 16:00

**Selectboard Office**

You know, the best it So Yeah, I mean, I I'm going to be working until I get my Let's just, but.

16:01 - 16:01

**Joe Boudreau**

There's some mics.

16:02 - 16:15

**Joe Boudreau**

My point is related to health insurance if you stay as long as you can to get your pension up, then there's going to be less health insurance to Tom will have to pay.

16:16 - 16:17

**Selectboard Office**

Ok.

16:17 - 16:21

**Joe Boudreau**

Ok, yeah, So.

16:22 - 16:24

**Selectboard Office**

Yeah, and that's, I guess or I wasn't saying they weren't related.

16:24 - 16:37

**Selectboard Office**

I just was saying like that that, know I don't know what people's circumstances are with spouses or who knows what else and when people people might not be destined to stay there for 30 years.

16:37 - 16:38

**Selectboard Office**

So, you have a partner.

16:38 - 16:42

**Selectboard Office**

The 14% do.

16:42 - 16:43

**Selectboard Office**

There's all kinds.

16:43 - 16:51

**Selectboard Office**

Yeah, there's all here for so that we can, Wherever you want to retire, say, it's 55, 60.

16:53 - 17:00

**Selectboard Office**

Make sure that we still have our ..., the next 4 or 5 years, 3, 4 year, wherever, wherever before the gap, right, am I correct?

17:00 - 17:02

**Selectboard Office**

Yes, that's exactly, yes.

17:03 - 17:04

**Selectboard Office**

It's possible.

17:04 - 17:05

**Selectboard Office**



That could be up to 10 years.

17:07 - 17:19

**Selectboard Office**

So, somebody could retire, we could be paying their health insurance for 10% percentage lot of towns that I've talked to, up to 80%.

17:20 - 17:22

**Selectboard Office**

Yeah, I think towards out.

17:22 - 17:25

**Selectboard Office**

Yeah, but I think that that's, Charlie.

17:25 - 17:37

**Selectboard Office**

That's what we're saying is like there's a framework There's us like you can put The ages and the years of service on what the town would like to contribute, not just the percent.

17:37 - 17:38

**Selectboard Office**

Again.

17:38 - 17:56

**Selectboard Office**

That is something that the attorney good Well, I think Starting at 50 then you take nine E is it allows You allows up to 100 But I think we can I mean, but even so even dollar plan is 10 grand, You know?

17:56 - 17:58

**Selectboard Office**

So if somebody does retire.

17:58 - 18:10

**Selectboard Office**

I mean, it's still a big chunk of change, right, so that's 100 town, you know, if that's a

lot of money, and So that's how much is this good this cost study?

18:11 - 18:11

**Selectboard Office**

Hard to figure.

18:11 - 18:12

**Selectboard Office**

We've.

18:15 - 18:15

**Selectboard Office**

Only had?

18:17 - 18:21

**Selectboard Office**

A minimal, Like 3 or 4 employees that ever touch this, Right.

18:21 - 18:24

**Selectboard Office**

Exactly, any day, and they get supplemental.

18:24 - 18:31

**Selectboard Office**

They only get supplement a half of their supplemental insurance, they are paid for, so, which is, like, Because they're retired.

18:32 - 18:38

**Selectboard Office**

Yeah, that's right, Yeah, that's exactly right, So it's different And that's actually kind of included in there, too.

18:38 - 18:41

**Selectboard Office**

Right next session right, that you're hungry man.

18:41 - 18:45

**Selectboard Office**

Yeah, so But yeah, hint.

18:45 - 18:46

**Selectboard Office**

And it's one of those things that.

18:46 - 19:01

**Selectboard Office**

So, you know, somebody could come, somebody, a teacher could come or maybe a teacher because you, they would leave acid elsewhere as a regular account employee would not be that, you know, they they would be unless the cash accounting.

19:01 - 19:03

**Selectboard Office**

But, yeah.

19:03 - 19:13

**Selectboard Office**

I mean, they can come and retire after working a few years and get the full benefits, and that will be the town I'm saying, is you guys can say, have.

19:15 - 19:16

**Selectboard Office**

You have ever.

19:21 - 19:23

**Selectboard Office**

Seen that, that's it.

19:23 - 19:31

**Selectboard Office**

So, some of these require years of service in the town said, we absolutely couldn't do and he said, we cannot wherever you do use a service to the town.

19:33 - 19:33

**Selectboard Office**

Welcome.

19:33 - 19:39

**Selectboard Office**

Answer County does, what we pay into, They use years of service.

19:40 - 19:46

**Selectboard Office**

Years of service to the tap, The required service exams are kind of its different statewide.

19:46 - 19:50

**Selectboard Office**

It is, we can't go from one to the other.

19:53 - 19:56

**Selectboard Office**

Thing I kind of thought, yeah, it's.

19:56 - 19:59

**Joe Boudreau**

Years of service in the Retirement system.

19:59 - 20:00

**Selectboard Office**

Retirement thing.

20:01 - 20:11

**Selectboard Office**

They are empty IRS, right, and one of the school's policies allows a five year minimum plus 20 years in, and in and TRS, or state retirement.

20:11 - 20:26

**Selectboard Office**

So it's either or who doesn't use the service in the term, furniture Managers, because teachers actually came, from there were eight years, had the opportunity to go back, and get her 10 years, and chose to stay here.

20:26 - 20:32

**Selectboard Office**

So she said, I know this, ...

20:32 - 20:33

**Selectboard Office**

Franklin.

20:38 - 20:41

**Selectboard Office**

You're talking about her in day out for the town.

20:41 - 20:49

**Selectboard Office**

The town agreed, you know, the Town agrees that the individual has to work for the town for 10 years, not for NPR's now.

20:49 - 20:51

**Selectboard Office**

That's what Berkshire.

20:51 - 20:51

**Selectboard Office**

Yeah.

20:51 - 20:52

**Selectboard Office**

He said, yeah.

20:52 - 20:54

**Selectboard Office**

I remember him even saying, well.

20:54 - 20:55

**Selectboard Office**

We really are specifically.

20:55 - 20:56

**Selectboard Office**

And he said, we couldn't do the wrong answer.

21:03 - 21:04

**Selectboard Office**

For help, they don't do the help.

21:04 - 21:06

**Selectboard Office**

Or if this is a health insurance, this is how.

21:06 - 21:08

**Selectboard Office**

This is.

21:08 - 21:09

**Selectboard Office**

What I've sat right here at your desk.

21:09 - 21:18

**Selectboard Office**

Several times, They told me, when you are taking over the entire towns, when I pick up half of your shirts, right, we'll tell them all this, I don't know.

21:19 - 21:20

**Selectboard Office**

We didn't have we didn't have it.

21:20 - 21:22

**Selectboard Office**

We did not.

21:22 - 21:24

**Selectboard Office**

The town did not that in.

21:24 - 21:25

**Selectboard Office**

It was never a.

21:27 - 21:27

**[speaker unknown]**

Job.

21:28 - 21:31

**Selectboard Office**

And all that, that's how it works.

21:34 - 21:41

**Joe Boudreau**

I heard a suggestion that I guess one of the teachers was in Berkshire County Retirement System.

21:42 - 21:42

**Selectboard Office**

I was.

21:42 - 21:47

**Joe Boudreau**

Also in the Berkshire County versus the state system.

21:47 - 21:53

**Joe Boudreau**

I was allowed to transfer my retirement from Berkshire County into the state.

21:53 - 21:56

**Selectboard Office**

That yeah, I don't.

21:57 - 21:58

**Joe Boudreau**

Know if the law has changed.

21:58 - 22:09

**Joe Boudreau**

And it might be, I think you can, you can, you used to be able to, to move your retirement from one system into.

22:09 - 22:10

**Selectboard Office**

The other.

22:10 - 22:11

**Joe Boudreau**

And then the incredible.

22:11 - 22:12

**Selectboard Office**

Service.

22:12 - 22:15

**Joe Boudreau**

Would be added together in the.

22:15 - 22:15

**Selectboard Office**

Current.

22:15 - 22:16

**Joe Boudreau**

System.

22:17 - 22:18

**Selectboard Office**

We're not just talking.

22:23 - 22:23

**Selectboard Office**

About something.



22:24 - 22:25

**Selectboard Office**

Yeah, right, Right.

22:25 - 22:27

**Selectboard Office**

Yeah, it was in the health insurance.

22:27 - 22:36

**Selectboard Office**

And we were talking about mainly, though, not just the years of service and in retirement in a retirement plan, because that's the one that turns.

22:38 - 22:39

**Selectboard Office**

So.

22:42 - 22:45

**Selectboard Office**

Whether we could use the service and the towns.

22:46 - 22:46

**Selectboard Office**

Oh, yeah.

22:46 - 22:49

**Selectboard Office**

So, wherever they retire, they go.

22:50 - 22:52

**Selectboard Office**

Wherever they are, when they retire.

22:52 - 22:55

**Selectboard Office**

That's the tablets responsible for paying retirement benefits.

22:55 - 22:56

**Selectboard Office**

That's where it gets.

22:56 - 22:57

**Selectboard Office**

Yeah.

22:57 - 23:00

**Selectboard Office**

Yeah, Yeah, That is the Tower.

23:00 - 23:17

**Selectboard Office**

So you could just be working in a cafeteria years and retired, but then you get you, if they have voted in this nine A and 9 or 9 E, then you would get, currently, something, which this time, we have not done it.

23:17 - 23:20

**Selectboard Office**

And that's what our attorney told us is that we cannot offer it.

23:21 - 23:24

**Selectboard Office**

So unless that's approved, so that's the deal on that.

23:25 - 23:27

**Selectboard Office**

I'm saying, I, other districts?

23:30 - 23:34

**Selectboard Office**

Have put, like, which makes sense, we do not think it's fiscally responsible.

23:34 - 23:49

**Selectboard Office**

Or we would never, I never asked for folks, like, oh, two years that's over 53, so, even

to makes the 50% mark, it is if someone is just here for two years.

23:49 - 23:53

**Selectboard Office**

It seems terribly unfair, But that's what he is saying is, Yeah, OK.

23:53 - 23:59

**Selectboard Office**

So, if we know, I think, if you put, you have to put a framework around, just start the job.

23:59 - 24:02

**Selectboard Office**

You're going to say, Well, this is where where you see, right?

24:02 - 24:03

**Selectboard Office**

Yes.

24:03 - 24:04

**Selectboard Office**

So, we'll have to get to the bottom.

24:04 - 24:08

**Selectboard Office**

It says, yeah, so, We'll have to see an.

24:10 - 24:13

**Selectboard Office**

Example here, but they're all over.

24:16 - 24:16

**[speaker unknown]**

Great.

24:19 - 24:23

**Selectboard Office**

River doesn't say you have to have worked in Fall River just as 20 years of service.

24:24 - 24:24

**Selectboard Office**

That's, that's true.

24:24 - 24:32

**Selectboard Office**

That's a service in, be in that regard, when the system is, or the teacher system, or the system.

24:33 - 24:36

**Selectboard Office**

But swiping get to vote for the town.

24:41 - 24:45

**Selectboard Office**

Put her on the warrant, but I don't we're opposed to doing that.

24:45 - 24:57

**Selectboard Office**

Or, I mean, I'm not trying to speak in favor or against this more than happy to let the term, so what would you guys need from from us as town employees?

24:57 - 25:01

**Selectboard Office**

That includes chief and core, like you guys.

25:01 - 25:08

**Selectboard Office**

For next steps And how can we be helpful?

25:09 - 25:13

**Selectboard Office**

Getting somebody to firstly, just the first thing is to ask town council.

25:14 - 25:19

**Selectboard Office**

But I, again, maybe for them there, go back to.

25:21 - 25:22

**Selectboard Office**

Our issue.

25:23 - 25:25

**Selectboard Office**

I love Leyla.

25:25 - 25:34

**Selectboard Office**

I mean So Frontier Original here is And I believe there's a case logins trying to avoid this, maybe you can see three years, 12.

25:34 - 25:34

**Selectboard Office**

Yeah.

25:43 - 25:45

**Selectboard Office**

Dude, I don't know Hampshire County.

25:47 - 25:48

**Selectboard Office**

Anything at all to do with this?

25:49 - 25:49

**Selectboard Office**

Nothing.

25:50 - 25:52

**Selectboard Office**

I want to finish.

25:52 - 25:55

**Selectboard Office**

Does it say if we invite them up and they can explain a few of the little?

25:57 - 25:59

**Selectboard Office**

What other people do and how will the town's door?

25:59 - 26:05

**Selectboard Office**

It's really asking the town to adopt nine ...

26:05 - 26:06

**Selectboard Office**

Or both.

26:06 - 26:09

**Selectboard Office**

E allows you the flexibility to go.

26:11 - 26:12

**Selectboard Office**

And that's where I think.

26:15 - 26:24

**Selectboard Office**

I feel like 90 allows you to add the chimney not even the percentage, but to put in at 55 at 60.

26:24 - 26:32

**Selectboard Office**

Like this is the percentage that you can do, I think that that's the only thing, it has to start at 50.

26:32 - 26:40

**Selectboard Office**

So it has to start at nine A, started as just, you know, 15% premium, OK.

26:40 - 26:47

**Selectboard Office**

So, then I E, is there, then the board or the town that entered the town?

26:47 - 26:54

**Selectboard Office**

Although, my impression from our conversation with the water was, yeah, we can decide to do 75 or 100, but it will be for everyone.

26:54 - 26:55

**Selectboard Office**

Couldn't step it.

26:56 - 27:00

**Selectboard Office**

Well, yeah, just clearly the farmers doing.

27:02 - 27:05

**Selectboard Office**

It can be no, like, things around it.

27:07 - 27:08

**Selectboard Office**

Or, it's more than 50%.

27:08 - 27:12

**Selectboard Office**

So there are two other options, which we haven't talked about.

27:12 - 27:19

**Selectboard Office**

One is we ask when we're asking for special legislation out of her home row decision, to fix, or, or error.

27:20 - 27:27

**Selectboard Office**

You could also come up with some other system, and ask the state legislature to

approve it, which OR said isn't likely.

27:27 - 27:29

**Selectboard Office**

Because they don't like domestic system Yeah.

27:29 - 27:30

**Selectboard Office**

He said it was.

27:30 - 27:31

**Selectboard Office**

But that's an option.

27:31 - 27:34

**Selectboard Office**

And then the other option is you could unionize.

27:34 - 27:37

**Selectboard Office**

And as soon as they're still active bargaining than those rules go out the window.

27:37 - 27:39

**Selectboard Office**

And you can you can do other things.

27:41 - 27:47

**Selectboard Office**

So glad, there's the the 30 to be clearly talks about collective bargaining as an exception.

27:50 - 27:51

**Selectboard Office**

The key thing with.

27:51 - 27:57

**Joe Boudreau**



Bargaining is the key thing was collective bargaining is you have to give to age.

27:58 - 28:00

**Joe Boudreau**

It isn't just an automatic thing.

28:00 - 28:02

**Joe Boudreau**

So I don't know if you'll want to go that route.

28:03 - 28:03

**Selectboard Office**

Because.

28:04 - 28:05

**Joe Boudreau**

That becomes a.

28:05 - 28:07

**Selectboard Office**

Little need, Intention.

28:08 - 28:12

**Selectboard Office**

You say, give and take the given to just say, given take.

28:12 - 28:13

**Joe Boudreau**

Yes, bargaining.

28:17 - 28:18

**Joe Boudreau**

But you gotta give us.

28:20 - 28:20

**Selectboard Office**

Yeah.

28:21 - 28:25

**Selectboard Office**

Everything in our teachers, like, we're the only district and the union.

28:26 - 28:29

**Selectboard Office**

I don't want to just wanted to make sure that was clear, but.

28:32 - 28:32

**[speaker unknown]**

Also.

28:35 - 28:38

**Selectboard Office**

You follow the same when you study.

28:43 - 28:49

**Selectboard Office**

The ..., so I'll send this to ....

28:54 - 28:58

**Selectboard Office**

He was gripping posters you can give a 48% are.

29:00 - 29:02

**Selectboard Office**

Because we thought that that was a really good idea.

29:06 - 29:10

**Selectboard Office**

So, what we're trying to, yeah, OK, send an e-mail to them.

29:10 - 29:11

**Selectboard Office**

Yeah!

29:11 - 29:11

**Selectboard Office**

All right!

29:11 - 29:15

**Selectboard Office**

And I wonder how all of those districts are unionized.

29:15 - 29:18

**Selectboard Office**

So, with that, so that has changes things.

29:25 - 29:28

**[speaker unknown]**

Yeah, yeah.

29:28 - 29:29

**Selectboard Office**

Yeah, yeah.

29:30 - 29:31

**Selectboard Office**

So, that's exactly why I said, Yeah.

29:31 - 29:31

**Selectboard Office**

Yeah.

29:31 - 29:34

**Selectboard Office**

Yeah, Yeah.

29:34 - 29:34

**Selectboard Office**

Yeah.

29:44 - 29:57

**Selectboard Office**

I mean, I mean, I would absolutely support putting this worry about, decide whether to adopt what are there?

29:58 - 30:05

**Selectboard Office**

Once we adopt nine year, we can decide what percentage in mm, you can decide 50%.

30:05 - 30:05

**Selectboard Office**

Yep.

30:07 - 30:10

**Selectboard Office**

So, it seems that I think the obvious question would come up.

30:10 - 30:12

**Selectboard Office**

That's another is How much, does it?

30:13 - 30:19

**Selectboard Office**

Yeah, and, I wonder cool perspective.

30:19 - 30:31

**Selectboard Office**

I wonder since we aren't unionized, but we have employment letters, if we could write something in our employment letter that stipulates the lawyer, I'm wondering if yeah.

30:33 - 30:34

**Selectboard Office**

Yeah.

30:34 - 30:41

**Selectboard Office**

Well, 55 years if we had put in the framework in our employment letters were not unionized, but, could we write a report?

30:43 - 30:44

**[speaker unknown]**

Yeah.

30:44 - 30:44

**Selectboard Office**

Yeah.

30:44 - 30:44

**Selectboard Office**

Yeah.

30:47 - 30:48

**Selectboard Office**

Yeah, Yeah.

30:50 - 30:52

**Selectboard Office**

Which, we're always trying to write.

30:55 - 30:55

**Selectboard Office**

Please.

30:56 - 30:56

**Selectboard Office**

Don't see that.

31:00 - 31:00

**Selectboard Office**

All right.

31:00 - 31:02

**Selectboard Office**

Yeah.

31:03 - 31:04

**Selectboard Office**

All right.

31:09 - 31:10

**Selectboard Office**

You think these are?

31:10 - 31:12

**Selectboard Office**

All right.

31:12 - 31:16

**Selectboard Office**

Well, we're literally the only school in the state that is not yours.

31:16 - 31:16

**Selectboard Office**

Yeah.

31:16 - 31:18

**Selectboard Office**

That's why now now you like it.

31:22 - 31:27

**Selectboard Office**

Private schools and private schools don't ...

31:29 - 31:33

**Joe Boudreau**

We certainly have not reached a point where what do we need to unionize.

31:34 - 31:34

**Joe Boudreau**

We can.

31:37 - 31:38

**Selectboard Office**

Retire early.

31:39 - 31:44

**Selectboard Office**

And yet we're not saying that when it was just brought up that that is why those other schools have been there.

31:45 - 31:59

**Selectboard Office**

We're not saying that, yeah, so I'm wondering whether it would be possible outside of health care, in some way, financially reward, right into the teacher contracts, some sort of reward for years.

32:01 - 32:05

**Selectboard Office**

Is there any law that says we can't do that thing about wellness?

32:05 - 32:07

**Selectboard Office**

Yeah, you're retiring right?

32:07 - 32:07

**Selectboard Office**

Right?

32:09 - 32:09

**Selectboard Office**

Now.

32:15 - 32:22

**Selectboard Office**

We're not thinking about us as teachers, really, about all of us has tablets that are.

32:26 - 32:27

**Selectboard Office**

40% no matter what.

32:27 - 32:30

**Selectboard Office**

So although I started myself, what about for you?

32:30 - 32:32

**Selectboard Office**

So I'm not gonna work.

32:32 - 32:33

**Selectboard Office**

You're going 70 years old.

32:33 - 32:35

**Selectboard Office**

That's mandatory retirement.

32:35 - 32:37

**Selectboard Office**

So yeah.

32:44 - 32:47

**Selectboard Office**

Can we, can we get that look again, for urging?

32:48 - 32:51

**Selectboard Office**

Yeah, You're not doing anything.

32:53 - 32:56

**Selectboard Office**



Do that some seriously with Apigee offs.

32:57 - 33:02

**Selectboard Office**

But seriously, I mean, maybe we can find another way to incentivize.

33:03 - 33:13

**Selectboard Office**

Attention is so huge Retention, in real life, Does that really help with any tension if it doesn't mean these people can retire earlier?

33:16 - 33:21

**Selectboard Office**

It's now retention, oh, this for, for younger people, that come in younger.

33:22 - 33:25

**Selectboard Office**

It's something for them to retire early and still have something.

33:26 - 33:33

**Selectboard Office**

So, if you can get that 30 or 35 years, you've got something over 35 years, you know, So it definitely is.

33:35 - 33:37

**Selectboard Office**

If you get somebody that starts to job young?

33:37 - 33:42

**Selectboard Office**

Yeah, 35 years.

33:42 - 33:46

**Selectboard Office**

Yes, let's face it.

33:46 - 34:01

**Selectboard Office**

There are 80% for, but for, do they have to be a certain age to retired as a teacher, you know, here's a chart, and you start at 20 to 30 years, that you get 8% of your salary.

34:03 - 34:09

**Selectboard Office**

You can retire a much higher, So, after 10 years, there are vested with the system, Right.

34:09 - 34:17

**Selectboard Office**

So that if they've met if they retired at 35, they would then be getting paid Insurance all the rest of the time.

34:18 - 34:28

**Selectboard Office**

Know, that's what I'm saying, is like I would recommend that the town not, I would not, somebody at 30 that you'd say at this age, at 55.

34:30 - 34:34

**Selectboard Office**

If, if that's the case, then, according to according to ...

34:34 - 34:39

**Selectboard Office**

Says, You can right now, yeah.

34:39 - 34:41

**Selectboard Office**

We're asked him how he has it.

34:43 - 34:50

**Selectboard Office**

They changed it after I, third, how many years, prior to April, what, exactly that.

34:51 - 34:58

**Selectboard Office**

But they, Now, you can't retire, you have to be at least a minimum of 55, you can just write bullying.

34:58 - 35:02

**Selectboard Office**

We know that the teacher can retire wise changes.

35:02 - 35:08

**Selectboard Office**

Yeah, kids anymore, It's worth it.

35:12 - 35:23

**Selectboard Office**

But most of what you're talking about, talking, they are not going to be like, Oh, I'm gonna go sit at home, they're going to tell me how many people are gonna get.

35:24 - 35:31

**Selectboard Office**

Say that because like it isn't, isn't advantageous to re to relay based on both charts, to retire early.

35:32 - 35:34

**Selectboard Office**

Do you get retiring at all yet?

35:35 - 35:38

**Selectboard Office**

Get spirit smiles?

35:40 - 35:41

**Selectboard Office**

I didn't make the rules.

35:43 - 35:45

**Selectboard Office**

So, yeah, well, it's good to work.

35:46 - 35:46

**Selectboard Office**

All right, thank you.

35:46 - 35:52

**Selectboard Office**

So, we're good for now, so we'll go back to verify.

35:53 - 35:55

**Selectboard Office**

If there's something you need from us.

35:55 - 35:57

**Selectboard Office**

And I'm happy to tell you guys, right?

35:57 - 36:02

**Selectboard Office**

You know, let's continue to revisit this as some meetings season, comes up.

36:04 - 36:09

**Selectboard Office**

We want to seriously consider putting this on the or the highway employees or just myself.

36:10 - 36:14

**Selectboard Office**

Blink Dev Inspected, and Greg spread a borderline appears, or not yet.

36:15 - 36:20

**Selectboard Office**

The record, I'm going to be a long time coming together, 10 year.

36:25 - 36:28

**Selectboard Office**

Rebecca, felt like there's a whole square.

36:28 - 36:31

**Selectboard Office**

Yeah, yeah.

36:33 - 36:40

**Selectboard Office**

Royer, So, right now, but, yeah, Joe Haj, several times to ask.

36:44 - 36:44

**Selectboard Office**

Them.