

**FRANKLIN REGIONAL RETIREMENT SYSTEM
REGULAR BOARD MEETING MINUTES
WEDNESDAY, SEPTEMBER 30, 2026**

A meeting of the Franklin Regional Retirement Board, duly posted to be held via remote participation on the above date, was called to order at 8:32 AM by Board Chair Sandra Hanks, also present were Co-Chair Paul Mokrzecki and Board Members Angel Bragdon, Paula Light, and Gabriele Voelker. Present in the Board office located at 101 Munson Street, Suite 108, Greenfield MA, Executive Director Kristine Mathis and Assistant Director John Hayden, Member Services Representative David Linnehan. Data Maintenance Clerk, Patricia Hume joined remotely.

Review and Acceptance of Meeting Minutes

On a motion made by Paula Light and seconded by Angel Bragdon, the Board voted to approve the following Regular Board Meeting minutes. All ayes

August 26, 2026, Regular Board Meeting minutes

Payroll, Refunds, Transfers and Bills Warrants

A motion was made by Paul Mokrzecki to approve the following warrant totals. Angel Bragdon seconded the motion. All ayes

Retirees		\$1,450,214.78
Refunds	09-26R	\$120,205.47
	09-26RA	\$4,210.25
Transfers		\$40,307.25
Invoices	2026	<u>\$25,317.30</u>
For a total		\$1,640,255.05

Cash Transfer between Investments and Bank

On a motion made by Angel Bragdon and seconded by Paula Light, the Board voted unanimously to transfer \$900,000.00 from O'Shaughnessy and \$750,000 from Loomis to cover October's warrants. All ayes

Visitors: Board Legal Counsel, Attorney Michael Sacco, Esquire

Membership (new members, new positions, additional positions)

A motion was made by Gabriele Voelker and seconded by Paula Light to accept the following new members, new positions, and additional positions as presented.

All ayes

New Memberships	Hire Date	CS %	New %	Unit	Position
Glushien, Holly	8/21/2026	50%		FRN	Cafeteria Assistant
Guerra Mejia, Ashely	8/24/2026	100%		ERV	Para Professional
Sibilia, Casey	8/10/2026	100%		FRN	Grant Accountant
Wornham, Nicholas	8/24/2026	100%		ERV	Para Professional
Donovan, Maureen	9/10/2026	70%		MHR	Para Professional
Mead, Thor	9/10/2026	100%		MHR	Para Professional
Neeman, Yasmin	8/31/2026	100%		MOH	Para Professional
Maxwell, Cassandra	8/31/2026	60%		CON	Asst. Treasurer
Connors, Keary	7/2/2026	100%		MHR	Admin. Assistant
Walling, Joshua	9/10/2026	100%		MHR	Para Professional
Linnehan, David	9/14/2026	100%		FCR	Member Services
Barney, Jared	9/14/2026	100%		ERV	IT Director
McGowan, Ashley	8/17/2026	100%		FCH	Dir. Prop. Management
Dickens, Brian	8/31/2026	100%		MOH	Para Professional
Keefe, Nathan	8/17/2026	100%		FCH	Maintenance
Warrington, Jesse	9/10/2026	100%		MHR	Para Professional
Alwan, Elizabeth	8/4/2026	80%		WCK	Coordinator
Upton, Caitlin	8/24/2026	100%		ROW	Teacher's Aide
L'Ecuyer, Ronald	7/23/2026	100%		MHR	Night Custodian
Goodhind, Christopher	8/14/2026	100%		ROW	Fire Chief
Vazquez, Erik	7/1/2026	100%		ROW	DPW Laborer
Bass, Catherine	9/9/2026	70%		BER	Library Director
Rushford, Kristen	7/30/2026	100%		OGE	Admin. Assistant
Cassidy, Cheryl	6/22/2026	60%		WTY	Accountant
Paclisanu, Allison	8/31/2026	50%		MOH	Para Professional
Cashman, Christopher	8/31/2026	100%		MOH	Para Professional
Upton, Douglas	9/14/2026	100%		BUC	Highway Laborer
Hillenbrand, Richard	8/31/2026	100%		PNR	Custodian
Curtis, Scott	8/31/2026	90%		PNR	Para Professional

Talbot, Julie	7/1/2026	100%		MOH	Grant Coordinator
Churchill, Kimberly	8/31/2026	90%		PNR	Para Professional
Escobar Ruiz, Gilberto	5/24/2026	90%		STB	Police Officer
Thornton, Nicole	7/27/2026	100%		DER	Paramedic
Welch, Noah	8/17/2026	100%		OGE	Police Officer
Sweeney, Kyle	8/20/2026	100%		CHT	Police Officer
Elison, Calvin	7/21/2026	60%		STB	Town Clerk
Ingersoll, Klara	8/5/2026	100%		DER	Town Planner
Galeas, James	7/1/2026	100%		CHT	Police Officer
White, Madison	9/18/2026	100%		HLT	Para Professional
Looman, Heather	8/31/2026	100%		MOH	Para
Bates, August	9/9/2026	100%		MOH	Wings Coach
New Positions					
Pease, Cody	4/18/2026	100%	100%	ERV	Highway foreman
Sajka, Jessica	8/24/2026	100%	80%	ERV	Cafeteria Assistant
Martin-Mills, Kathy	8/24/2026	100%	100%	ERV	Para

Accept Liability for Buybacks and Makeups Through FRRS or Other Systems:

A motion was made by Gabriele Voelker and seconded by Paula Light to accept Liability for the following Buybacks and Makeups. All ayes

Brown, Grafton – The Hampshire County Retirement Board has asked FRRS to accept creditable service liability if their current member, Grafton Brown, re-deposits a refund taken from this system. The refund, approved by the Board effective as of September 25, 2024, was for deductions of \$4,229.91 and interest of \$78.78. Mr. Brown was a Housing Program Assistant for Franklin County Housing from 12/12/2022 – 3/15/2024. Total service FRRS will accept is 1 year, 1 month, 13 days.

Girard, Seth – The Greenfield Retirement Board has asked FRRS to accept creditable service liability if their current member, Seth Girard, re-deposits a refund taken from this system. The refund, approved by the Board effective as of April 22, 2026, was for deductions of \$1,449.24 and interest of \$14.29. Mr. Girard worked as a laborer for the Town of Shelburne from 7/28/2025 – 11/14/2025. Total service FRRS will accept is 3 months, 17 days.

Wheeler, Julie – Active member employed by the Erving School District who was erroneously excluded from becoming a member during her first year 9/8/2003 – 6/30/2004 as she was contributing to OBRA. She is eligible to purchase 1 year of creditable service. Julie would like to make this purchase for a cost of \$3,893.66 if paid in full by 10/31/2026.

New Retirees:

A motion was made by Paul Mokrzecki and seconded by Angel Bragdon, to approve the following new retirees. All ayes

Martin, Patricia – The retirement packet has been submitted to PERAC to retire Patricia Martin for a Superannuation, Option C retirement allowance. Her last day of work was August 7, 2026 and her retirement benefit will begin on August 8, 2026. Ms. Martin was a group 1 member working as an Administrative Assistant for the Town of Deerfield, accruing 28 years, 0 months, and 26 days of creditable service.

Rau, Karen – The retirement packet has been submitted to PERAC to retire Karen Rau for a Superannuation, Option B retirement allowance. Her last day of work was June 30, 2026, and her retirement benefit will begin on July 1, 2026. Ms. Rau was a group 1 member working as a paraprofessional for the Mohawk Regional Trail School District, accruing 24 years, 9 months of creditable service. Following is a table of Retirement Boards and the liability of creditable service they hold:

Board	Years	Months	Days
Hampshire	2	1	0
FRRS	22	8	18

Richotte, Brian – The retirement packet has been submitted to PERAC to retire Brian Richotte for a Superannuation, Option B retirement allowance. His last day of work was July 31, 2026, and his retirement benefit will begin on August 1, 2026. Mr. Richotte was a group 1 member working as a Lead Custodian/District Coordinator for the Frontier Regional School District, accruing 37 years, 3 months, and 4 days of creditable service.

Seredejko, Janet – The retirement packet has been submitted to PERAC to retire Janet Seredejko for a Superannuation, Option B retirement allowance. Her last day of work was June 30, 2026, and her retirement benefit will begin on July 1, 2026. Ms. Seredejko was a group 1 member working as an Instructional Assistant in the Frontier Regional School District working in the Towns of Conway, Deerfield (retiring town), Sunderland, and Whately, accruing 10 years, 6 months of creditable service.

Severance, Julie – The retirement packet has been submitted to PERAC to retire Julie Severance for a Superannuation, Option B retirement allowance. Her last day of work was June 12, 2026, and her retirement benefit will begin on July 1, 2026. Ms. Severance was a group 1 member working as an instructional assistant for the Pioneer Valley Regional School District, accruing 10 years of creditable service.

Shepherd, Stephan – The retirement packet has been submitted to PERAC to retire Stephan Shepherd for a Superannuation, Option A retirement allowance. His last day of work was 7/17/2026 and his retirement benefit will begin on

7/18/2026. Mr. Shepherd was a group 1 member working as a Grants Accountant for Frontier Regional School District, accruing 34 years, 8 months, and 19 days of creditable service.

Skibiski, Michael – The retirement packet has been submitted to PERAC to retire Michael Skibiski for a Superannuation, Option A retirement allowance. His last day of work was 6/30/2026 and his retirement benefit will begin on 7/1/2026. Mr. Skibiski was a group 1 member working as a Town Assessor for the Town of Sunderland, accruing 22 years of creditable service.

General Business:

Accidental Disability Retirement

Executive Session

Staff Update

Assistant Director John Hayden has been taking on retirements, refunds, and transfers as of this date.

David Linnehan has taken on the position of Member Services Representative. He has been with us for approximately 3 weeks now handling new membership positions.

Timothea will be starting Monday 10/05/2026 on a Part-Time basis.

Enhanced COLA & COLA Reserve

Proposed Details: Requires establishing a COLA Reserve Fund taking 7.5% of excess investment income above actuarial rate of return. Both must be adopted together. You cannot have enhanced COLA without reserve fund. This is a local option. Paul Mokrzecki suggests contacting Linda Bornival (Actuary) before making any decisions, especially as the Franklin Regional Retirement System is not fully funded yet and may push out the funding schedule further. The State and Teachers Systems are mandated to have this reserve fund. Also, the potential need to increase town assessments should be looked into. Kristine will look into the number of eligible members. The enhanced COLA for retirees based on years retired will give an extra \$100 (10-14 years), \$200 (15-19 years), \$300 (20 + years) annually.

Preliminary Budget Review

The Board discussed several changes to the budget, which included a position not being filled which decreased the total preliminary budget total.

Merit/Longevity Implementation

After a lengthy discussion on how to implement the Merit to Longevity System, *A motion was made by Paula Light and seconded by Gabriele Voelker to start Longevity at 5 years of service.*

Further discussion continued. Paula Light rescinded her motion.

A second motion was made by Paula Light and seconded by Gabriel Voelker to start the longevity system at 5 years of service with annual payments of \$500.00 and at 10 years with \$750.00 annually, and at 15 years with \$1,000.00 annually, paid out on January 1.

Further discussion ensued and Paula amended the vote to--*change the pay out to pay the Longevity payments on the members hire date and to spread out the payments throughout the pay periods throughout the year starting at 5 years with an annual payment of \$500.00 and at 10 years with \$750.00 annually, and at 15 years with \$1,000.00 annually. Paul Mokrzecki seconded the motion. All ayes*

Gabriele Voelker made a motion to end the Merit System, effective immediately. Paula Light seconded the motion. All ayes

New Business: None

Adjournment:

On a motion made by Angel Bragdon and seconded by Gabriele Voelker, the Board voted to adjourn the meeting at 10:10 AM. All ayes

Respectfully submitted,

**THESE MINUTES WERE APPROVED AT THE WEDNESDAY, OCTOBER 28, 2026,
REGULAR BOARD MEETING**

Patricia Hume, Data Maintenance Clerk

Sandra A. Hanks, Chair and Treasurer

Paul J. Mokrzecki, Vice Chair

Angel J. Bragdon, Council Member

Gabriele H. Voelker, Board Member

Paula Light, Board Member