

**MINUTES OF THE CHESHIRE PERSONNEL COMMITTEE MEETING HELD ON MONDAY,  
JANUARY 22, 2018 2017, AT 7:00 P.M. IN ROOM 210, TOWN HALL, 84 SOUTH MAIN  
STREET, CHESHIRE, CT 06410**

Present:

Personnel Committee Chairman Tom Ruocco and Committee Members Peter Talbot and Sylvia Nichols.

Staff:

Louis Zullo, Human Resources Director / Assistant Town Manager for Human Resources and Finance Director James Jaskot.

**1. Roll Call**

A quorum was determined and the meeting was called to order at 7:00 p.m.

**2. Pledge of Allegiance**

The group pledged allegiance to the flag.

**3. Discussion re: DROP (Deferred Retirement Option Plan) provision.**

Mr. Zullo introduced the history and information for this provision. He explained that this provision would save the Town money while retaining valuable employees for a potentially extended longer time period. Mr. Zullo explained that DROP is a succession planning and employee retention tool. It would apply only to non-union, fully pensionable employees at the Town's discretion. There are still some questions which can be researched if the Personnel Committee chooses to pursue this.

Mr. Talbot was concerned that this program might be viewed as discriminatory. Mr. Ruocco questioned the process for employees the Town might not want to keep. Ms. Nichols asked how many other towns have these plans. Mr. Zullo and committee members discussed the details as proposed (see attached handout), and the pros and cons of the program. There was a concern among the committee that this would be seen as "double dipping" by the public. The committee requested additional information before they were ready to make the decision to forward this to the full Council, including the number of employees who would qualify, and information on its use and its success/problems in other towns.

**7. Adjournment**

**MOTION** by Ms. Nichols to adjourn the meeting at 7:50 p.m.

**SECONDED** by Mr. Talbot.

**VOTE** passed unanimously.

ATTEST:

Arnett Talbot