

TOWN OF CASCO
Special Town Meeting Minutes
February 25, 2025

Town Clerk Penny Bean opened the Special Town Meeting at 6:30pm.

Article 1. Richard Sykes was nominated and elected to serve as moderator to preside at said meeting.

Article 2. It was moved, seconded and voted to permit municipal administrators or staff, and elected State officials, who are not residents of Casco, to speak as appropriate when recognized by the moderator.

Article 3. It was moved, seconded and voted for the Town of Casco (Town) to join the Maine Public Employees Retirement System (MainePERS) as a Participating Local District effective April 1, 2025, and:

- a.) To offer Special Plan 3C to its firefighters who regularly work at least 42 hours per week, 52 weeks per year effective April 1, 2025; and
- b.) To exclude all other employees, including all other elected/appointed officials from participating in MainePERS defined benefit plan; and
- c.) To allow eligible employees who opt to participate in MainePERS the option to purchase prior service upon the employee's full payment of all associated costs. The Town will not participate in the purchase of prior service and so an employee who wish to purchase prior service is responsible for paying the full liability associated with this service; and
- d.) To adopt the provisions of 5 M.R.S. §18252-C as enacted by PL 2021, Chapter 286 as allowed by MainePERS Rule Chapter 803 for its non-participating employees with optional membership who previously declined to participate in MainePERS ("eligible employees") and to comply with the following requirements:
 - i. Beginning in 2025, to annually offer eligible employees who have been employed for less than 5 years the opportunity to join MainePERS on a prospective basis during an open enrollment period from September 1st through November 1st and to provide MainePERS with documentation of each election made by eligible employees under this provision; and

- ii. To calculate employee contributions against gross compensation as with other participating employees and then withhold and report employee contributions for employees who join under this provision on an after-tax basis and remit them to MainePERS (i.e., employee contributions for those who join under this provision are subject to both federal and state income tax); and
- e.) To authorize its Select Board to enter into an agreement with MainePERS to adopt a 457 and/or 401(a) defined contribution plan through the MaineStart program in addition to the defined benefit plan at any time. There is no additional administrative cost to the Town to do this and it will give all Town employees an additional way to save for retirement; and
- f.) To authorize Anthony Ward, Town Manager to sign the defined benefit plan agreement, and any future defined contribution plan agreement between the Town of Casco and the Maine Public Employees Retirement System.

Article 4. It was moved, seconded and voted to appropriate the sum of \$1,500 from unassigned funds to provide a donation to the Casco Raymond Historical Society.

Meeting was adjourned at 6:43pm.

A true copy attest:

Penny A. Bean, Town Clerk