

Revere Retirement Board

Meeting Minutes

December 17, 2025 – 9:00 am

At a meeting of the Revere Retirement System Board, held at 14 Yeamans St., Suite C2, Revere, MA 02151. Members participating: Mr. Richard Viscay, Ms. Ida Cody, Mr. Sean Manion, Mr. James Cullen and Mr. Gennaro Cataldo. Also participating, Mr. Scott Provensal, Executive Director, Attorney Timothy Smith, Ms. Brenda Galvez (remotely), and Attorney Jared Burke (remotely).

Agenda item 1- Call to Order 9:04 am - Members recited the Pledge of Allegiance. Roll call taken by the Chairman Mr. Viscay.

Agenda Item 2 - Approval of previous board meeting minutes

- Mr. Viscay motioned to approve the minutes. The motion was approved unanimously 5-0.
- Mr. Cataldo motioned to go out of order for Agenda Item 12A Disability Applications. The motion was approved 5-0 by roll call vote: Mr. Cataldo – Yes, Mr. Cullen – Yes, Mr. Manion – Yes, Ms. Cody – Yes, Mr. Viscay – Yes.

Agenda Item 12a – Disability Applications

- David Callahan Regional Medical Panel Results
 - Attorney Smyth reviewed the Regional Medical Panel results and his memo to the Board.
- Mr. Cataldo motioned to approve David Callahan's Accidental Disability Application. The motion was approved 5-0 by roll call vote: Mr. Cataldo – Yes, Mr. Cullen – Yes, Mr. Manion – Yes, Ms. Cody – Yes, Mr. Viscay – Yes.
- Charles Fusco ADR Application
 - Attorney Smyth confirmed Mr. Fusco's application is complete and recommended the Board send Mr. Fusco's Accidental Disability Retirement Application to the Regional Medical Panel stage.

- Mr. Manion motioned to send the application to a Regional Medical Panel. The motion was approved 5-0 by roll call vote: Mr. Cataldo – Yes, Mr. Cullen – Yes, Mr. Manion – Yes, Ms. Cody – Yes, Mr. Viscay – Yes.

- Brenda Galvez Regional Medical Panel Results

Ms. Galvez joined the meeting remotely at 9:10 am.

- Ms. Galvez confirmed she will be representing herself today. She waived the option to go into Executive Session, presented to her by Mr. Viscay.
- Attorney Smyth reviewed the full narrative of events and psychological injuries specified in the application. He noted she was unable to specify at which point she was unable to perform her essential duties. The results of the Regional Medical Panel, unanimously affirmative, were reviewed. Attorney Smyth stated he struggled with the issue of Ms. Galvez meeting the burden of proof that these injuries were sustained in the performance of her duties, noting the Murphy case which requires even in psychological cases, injuries must be sustained in the performance of their duties and not merely on the clock or on the job; and for that reason he recommended the Board deny the application.
- Mr. Viscay opened up the floor for questions from the Board. Mr. Manion asked about a prior relationship with Sgt. Pressley, and Ms. Galvez stated their interactions occurred during work hours. He asked if he was disciplined and she stated she wasn't sure what happened. Mr. Cullen inquired about the absence of legal representation, and Mr. Viscay motioned her attorney was invited to attend.

The hearing was paused and Ms. Galvez left the meeting at 9:17 am to contact her attorney about joining the meeting.

- Mr. Cataldo motioned to return to the regular order of business. The motion was approved 5-0 by roll call vote: Mr. Cataldo – Yes, Mr. Cullen – Yes, Mr. Manion – Yes, Ms. Cody – Yes, Mr. Viscay – Yes.

Agenda Item 3 — Legal Matters – N/A

Agenda Item 4 – Unfinished Business – N/A

Agenda Item 5 – New Enrollments

- Mr. Viscay stated Joenia Vega is no longer employed and should not be enrolled with the retirement system.

- Mr. Viscay motioned to accept the other new enrollments as stated on the agenda, and place on file. The motion was approved 5-0.

Agenda Item 6 - New Retirements

- Mr. Viscay motioned for the approval of new retirement benefits as stated on the agenda. The motion was approved 5-0.

Agenda Item 7 – Changes in Benefits

- The Board reviewed the inclusion of a COLA portion to the Section 100 benefits, in accordance with PERAC's directives on the matter.
- Mr. Viscay motioned for the approval of the change in benefits, as stated on the agenda. The motion was approved 5-0.

Agenda Item 8 – Survivor Benefits – N/A

Agenda Item 9 – Disability Benefit Award – N/A

Agenda Item 10 - Awards of Credible Service/Approval of Installment Plans/Acceptance of Liability – N/A

Agenda Item 11 - Approval of Warrants

- Mr. Cataldo motioned to approve the transfer from PRIT to Bank of America in the amount of \$1,760,000.
- Mr. Cataldo motioned to approve all cash disbursements and refunds, rollovers, and transfers for December, listed on the agenda, totaling \$68,612.96.
- Mr. Cataldo motioned to acknowledge the November Retiree Payroll, as listed on the agenda, in the amount of \$1,732,223.78 and the Revere Retirement Board Payroll, as listed on the agenda, in the amount of \$22,998.15.

All motions were approved 5-0.

Agenda Item 12b — Litigation Strategy — N/A

Agenda Item 13 – New Business/Review of Administrative Items

- **2026 Board Meeting Dates (Proposed)**

- Mr. Viscay motioned to accept the 2026 dates as amended (November meeting moved to the 24th). The motion was approved 5-0.

- **Board Reimbursement**

- Attorney Smyth informed the Board of that statute granting reimbursement for lost wages to while in service to the Board, noting this statute predates the stipend statute. PERAC has drawn a line in the sand that either statute must be adhered to, but not both.
- Mr. Cullen motioned to seek an advisory opinion from PERAC. The motion was approved 4-0, with Mr. Cataldo abstaining.

- **Board Regulations**

- PERAC reviewed the proposed regulations and ~~recommended~~ some suggestions.
- Mr. Cataldo motions to accept the regulations, with edits. The motion was approved 5-0.

- **COLA Section 100s**

- Mr. Viscay motioned to accept and place on file. The motion carried 5-0.

- **FMLA Policy**

- Mr. Viscay motioned to place on file. The motion was approved 5-0.

- **Winter Newsletter**

- Mr. Viscay motioned to place on file. The motion carried 5-0.

- Mr. Viscay motioned for a two minute break. The motion was approved 5-0.

At 9:47 am, Ms. Galvez rejoins the meeting with her attorney Jared Burke (remotely). Attorney Burke was given the option to request the Board go into Executive Session, and he opted to stay in regular session.

- Mr. Viscay motioned to go out of order and return to Item 12a. The motion was approved 5-0 by roll call vote: Mr. Cataldo – Yes, Mr. Cullen – Yes, Mr. Manion – Yes, Ms. Cody – Yes, Mr. Viscay – Yes.

Agenda Item 12a – Disability Application of Brenda Galvez

Attorney Smyth updated Attorney Burke of his recommendation that the Board deny the application, as he cannot find evidence in any of materials that she was in the performance of her duties when the harassing conduct occurred, citing the Murphy case which differentiates between performance of one's duties and merely being on duty. He also pointed to a lack of specificity of date and times.

Attorney Burke disagreed with the assessment, stating she was on duty, and citing settlements with the city. Mr. Viscay stated this is an independent Board and such cases have no bearing on her ADR case. Mr. Manion asked for clarification regarding these cases, and Attorney Burke stated there are non-disclosure agreements prohibiting him from discussing said matters. Mr. Cullen cited the lack of specific dates and times of alleged occurrences. Mr. Cataldo mentioned Chapter 32's threshold is higher than the one necessary to receive Worker's Comp, and those thresholds have not been met. Attorney Burke asked which threshold he is referring to, and Attorney Smyth cited the Murphy case, again differentiating between an injury occurring in the performance of one's duties and merely being on duty.

- Mr. Cataldo motioned to deny Brenda Galvez's Accidental Disability Application. The motion was approved 5-0 by roll call vote: Mr. Cataldo – Yes, Mr. Cullen – Yes, Mr. Manion – Yes, Ms. Cody – Yes, Mr. Viscay – Yes.

Mr. Viscay explained Ms. Galvez will receive Appeal Rights in writing and will have 15 days to appeal.

Agenda Item 14a – Administrative/Other items

Mr. Cullen provided the Board with a copy of his Disclosure of Appearance of Conflict.

- Mr. Viscay motioned to place on file. The motion was approved 5-0.

Agenda Item 14b – Administrator's Reports/Filings

- Mr. Viscay motion to accept and place on file. The motion was approved 5-0.

Agenda Item 15 – Communications

Agenda Item 16 – Other Inquiries

- Mr. Cataldo motioned to close the office on December 24th, providing the staff with a five day holiday weekend for Christmas. The motion was approved 5-0.

Agenda Item 17 – Other inquires not available at time of completion of Agenda

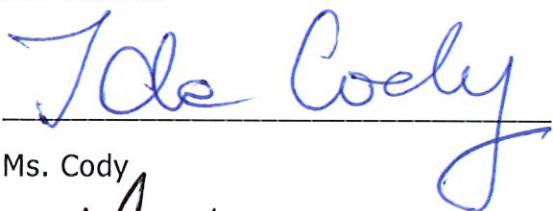
Agenda Item 18 – Agenda Item 18 — Motion to Adjourn at 10:19 am. Motion approved on an affirmative vote 5-0. Next meeting is scheduled for 1/21/2026 at 9:00 am.



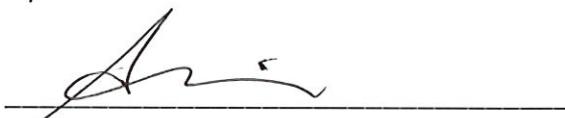
Mr. Cataldo



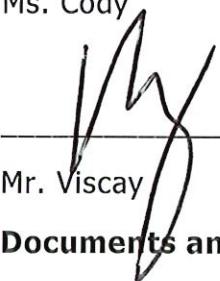
Mr. Cullen



Ms. Cody



Mr. Manion



Mr. Viscay

Documents and/or Exhibits

Cash Disbursement Warrant 2025.12
Pension Payroll Warrant 2025.12
Staff Payroll Warrant 2025.12
Cash Books 2025.10
Budget Report
Cashflow Report
Retiree & Legal Report
November Minutes Draft
Bank Recon
Memos on Callhan, Fusco, and Galvez matters
James Cullen Disclosure
Board Regulation Draft
2026 Proposed Board Meetings