



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

Lisa L. Heavner - First Selectwoman

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SIMSBURY BOARD OF SELECTMEN

Main Meeting Room – Simsbury Town Hall – 933 Hopmeadow Street, Simsbury

Special – August 28, 2017 – 6:00 p.m.

PLEDGE OF ALLEGIANCE

PUBLIC AUDIENCE

PRESENTATIONS

FIRST SELECTWOMAN'S REPORT

SELECTMEN ACTION

- a) Approve Tax Refunds
- b) Discussion and Action regarding the Town's position in connection with the Deepwater Wind Solar Proposal
- c) Consideration and Action on Request for Approval of the Tentative Agreements between the Town of Simsbury and CSEA Contracts and for Authorization of the First Selectwoman to Execute the Collective Bargaining Agreements as Modified
- d) Appoint a member of the Board of Selectmen for the Director of Community and Social Services Position Interviews

ADJOURN

Most of the documents reviewed by the Board of Selectmen at this meeting can be located at:
<http://www.simsbury-ct.gov/board-of-selectmen>

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www.simsbury-ct.gov
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8:30 – 7:00 Monday
8:30 – 4:30 Tuesday through Thursday
8:30 – 1:00 Friday



Town of Simsbury

933 HOPMEADOW STREET

P.O. BOX 495

SIMSBURY, CONNECTICUT 06070

BOARD OF SELECTMEN MEETING AGENDA SUBMISSION FORM

1. **Title of submission:** Tax Refunds
2. **Date of submission:** August 22, 2017
3. **Date of Board Meeting:** August 28, 2017
4. **Individual or Entity making the submission** (Please include complete contact information. The identified individual(s) should be prepared to present information to the Board of Selectmen at the Board Meeting):

Colleen O'Connor- Tax Collector

5. **Action requested of the Board of Selectmen** (Acceptance of gift, creation of reserve, approval of contract, information only, etc. Be as specific as possible with respect to the desired action of the Board.):

Individual or Entity making the submission requests that the Board of Selectmen:

Tax refunds to be approved by State Statue 12-129. Some of the reasons for refunds on cars are –vehicle sold, destroyed, donated, moved out of state or appealed the taxes.

Real Estate refunds are due to the fact that both a bank and an attorney's office pay the taxes because of sale of house or re-finance.

6. **Summary of Submission** (Include in your summary (i) relevant dates and timelines; (ii) parties involved; (iii) a description of financial terms and conditions specifically identifying the financial exposure/commitment of the Town of Simsbury; (iv) whether or not contracts, licenses and other legal documents have been reviewed by the Town's counsel; and (v) other information that will inform the Board of Selectmen's consideration of your submission. Include any additional information in an attached memorandum.):

7. **Financial Impact** (Include a description of any impact on the finances of the Town of Simsbury):

Approve tax refunds per attached printout in the amount of **\$ 9,156.35.**

8. **Description of documents included with submission** (All documents must be in final form and signed by the appropriate party.):

The following documents are included with this submission and attached hereto:

Tax Refunds.xls

	BILL NUMBER	TAX	FIRE	INTEREST	TOTAL
List 2014					
					\$0.00
					\$0.00
					\$0.00
Total 2014		\$0.00	\$0.00	\$0.00	\$0.00
List 2015					
Carney Katelyn E	15-3-52639	\$421.24	\$11.70		\$432.94
Tighe Thomas J	15-3-68323	\$28.55	\$0.79		\$29.34
Toyota Lease Trust	15-4-83310	\$440.14	\$12.23		\$452.37
					\$0.00
					\$0.00
					\$0.00
Total 2015		\$889.93	\$24.72	\$0.00	\$914.65
List 2016					
Klem Thomas F	16-1-04145	\$2,114.30			\$2,114.30
Hess Landscaping	16-2-40369	\$2,403.43			\$2,403.43
Agrawal Sunil K	16-3-50183	\$80.20	\$2.59		\$82.79
Agrawal Sunil K	16-3-50185	\$305.50	\$9.85		\$315.35
Bassett, Henry C	16-3-51131	\$12.24	\$0.39		\$12.63
Bond Rita W	16-3-51704	\$12.77	\$0.41		\$13.18
Carissimi Linda H	16-3-52704	\$34.29	\$1.11		\$35.40
Chen Jacob	16-3-53086	\$115.85	\$3.74		\$119.59
Coulon Jacques	16-3-53814	\$11.35	\$0.37		\$11.72
Daimler Trust	16-3-54176	\$301.10	\$9.71		\$310.81
Gosselin, Janice	16-3-57243	\$20.12	\$0.65		\$20.77
Honda Lease Trust	16-3-58501	\$303.33	\$9.78		\$313.11
Hyundai Lease Trust	16-3-58953	\$93.22	\$3.01		\$96.23
Ives Gordon	16-3-59059	\$30.38	\$0.98		\$31.36
Kryjak Ronnie D	16-3-60359	\$19.31	\$0.62		\$19.93
Lynch Margaret	16-3-61478	\$436.17	\$14.07		\$450.24
Marrone Carmen J	16-3-61881	\$10.20	\$0.33		\$10.53
Ouellette Ronald L	16-3-63862	\$6.95	\$0.19		\$7.14
Nowak John F	16-3-63947	\$16.31	\$0.53		\$16.84
Regenauer Karen/Russell	16-3-65018	\$259.52			\$259.52
Regenauer Russell	16-3-65019	\$717.34	\$23.14		\$740.48
Robinson Andrew M	16-3-65923	\$7.25	\$0.23		\$7.48
Several Edward	16-3-67068	\$14.94	\$0.48		\$15.42
Singh Kulwant	16-3-67538	\$13.98	\$0.45		\$14.43
Steijn Kirk W	16-3-68049	\$16.12	\$0.52		\$16.64
Tighe Thomas J	16-3-68789	\$67.27	\$2.17		\$69.44
Toyota Lease Trust	16-3-68997	\$65.97	\$2.13		\$68.10
Tuthill Jessica	16-3-69346	\$83.08	\$2.68		\$85.76
VCFS Auto Leasing	16-3-69629	\$621.30	\$20.04		\$641.34
Widman Christie M	16-3-70432	\$24.55	\$0.79		\$25.34
Zhang, Jin	16-3-70983	\$48.08	\$1.55		\$49.63
					\$0.00

					\$0.00
Total 2016		\$8,266.42	\$112.51	\$0.00	\$8,378.93
TOTAL 2014		\$0.00	\$0.00	\$0.00	\$0.00
TOTAL 2015		\$889.93	\$24.72	\$0.00	\$914.65
TOTAL 2016		\$8,266.42	\$112.51	\$0.00	\$8,378.93
					\$9,293.58
TOTAL ALL YEARS		\$9,156.35	\$137.23	\$0.00	\$9,293.58



Town of Simsbury

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SIMSBURY, CONNECTICUT 06070

BOARD OF SELECTMEN MEETING AGENDA SUBMISSION FORM

1. **Title of submission:** Approval of Tentative Agreement
CSEA Contract "Re-Openers"
2. **Date of submission:** August 25, 2017
3. **Date of Board Meeting:** August 28, 2017
4. **Individual or Entity making the submission (Please include complete contact information. The identified individual(s) should be prepared to present information to the Board of Selectmen at the Board Meeting):**

Thomas F. Cooke – Director of Administrative Services – tcooke@simsbury-ct.gov

Melissa A.J. Appleby - Deputy Director of Administrative Services –

mappleby@simsbury-ct.gov

Eric Gomes – Human Resources & Employee Benefits Coordinator –

egomes@simsbury-ct.gov

5. **Action requested of the Board of Selectmen (Acceptance of gift, creation of reserve, approval of contract, information only, etc. Be as specific as possible with respect to the desired action of the Board.):**
The Individual or Entity making the submission requests that the Board of Selectmen:

Approve the Tentative Agreement between the Town of Simsbury and each of the three bargaining units represented by the CSEA, Service Employees International Union Local 2001:

- Professional Workers Chapter;
- Secretarial/Clerical/Library Worker Chapter; and
- Supervisors Chapter

6. Summary of Submission (Include in your summary (i) relevant dates and timelines; (ii) parties involved; (iii) a description of financial terms and conditions specifically identifying the financial exposure/commitment of the Town of Simsbury; (iv) whether or not contracts, licenses and other legal documents have been reviewed by the Town's counsel; and (v) other information that will inform the Board of Selectmen's consideration of your submission. Include any additional information in an attached memorandum.):

CSEA represents fifty (50) Town of Simsbury employees. These employees are divided into three bargaining units, including a Supervisors unit, an Administrative unit representing mid-level managers and a Secretarial, Clerical and Library unit covering support staff throughout the Town as indicated by the title.

The Town and the CSEA reached three agreements in 2015 for a four-year period beginning on July 1, 2015 and ending on June 30, 2019. At the time of the settlement, the Affordable Care Act's "Cadillac Tax" provisions were expected to take effect in 2018. Given the uncertain – but likely negative – financial impact of the Cadillac Tax, the Town and the CSEA included a "re-opener" to negotiate wages and health insurance benefits for the last two years, essentially building in flexibility to respond to Affordable Care Act changes. The Cadillac Tax has been delayed and the future of the Affordable Care Act remains uncertain.

The Tentative Agreement, which is attached, includes a 2% wage increase for FY2018 and a 1.75% wage increase for FY2019. The existing terms of the contracts also include increased employee pension plan contributions of 0.5% of base salary for both years, resulting in net increases for most employees of 1.5% and 1.25% of base salary. Employees also saw a significant increase in their medical plan contributions for FY2018, and have agreed to increase their medical premium contribution rates in the final year of the contract.

The net impact of the proposed changes in actual dollars is estimated at \$90,500 for FY2018 and \$89,900 for FY2019. These estimates **do not** factor in the impact of anticipated retirements which will significantly decrease the total financial impact for both fiscal years. The settlement is also within this year's budget.

The settlements also include an increase in the employer contribution into Health Care Savings accounts for employees electing the High Deductible Health Plan option. This increase is designed to provide an incentive for employees to transition to the High Deductible Health Plan option.

The three CSEA units ratified the Tentative Agreement on Thursday, August 24, 2017.

7. Financial Impact (Include a description of any impact on the finances of the Town of Simsbury):

See above.

8. Description of documents included with submission (All documents must be in final form and signed by the appropriate party.):

The following documents are included with this submission and attached hereto:

Tentative Agreement dated August 17, 2017.

THE TOWN OF SIMSBURY, CONNECTICUT

AND

**SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 2001
Professional Workers Chapter;
Secretarial/Clerical/Library Worker Chapter; and
Supervisors Chapter**

**Negotiation of
Successor Agreement to the 2014-2017 Collective Bargaining Agreement**

TENTATIVE AGREEMENT

August 17, 2017

Wages

July 1, 2017: 2.00% increase retroactive to July 1, 2017
July 1, 2018: 1.75% increase

Employees will continue to receive step increases as provided for in the respective agreements.

No changes to the merit bonus provisions in the Supervisors contract for the duration of the agreement.

Health Care

Employee Contributions:

- HDHP:
 - Remains at 15% for the duration of the agreement.
- HMO and Dental:
 - Employees at 17% move to 17.5% effective July 1, 2018
 - Employees at 18% move to 18.5% effective July 1, 2018

Town HSA Contribution:

- Increase to 60% effective July 1, 2018

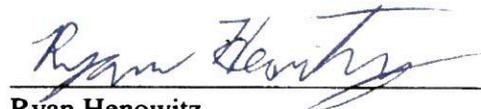
For the Town of Simsbury



Thomas F. Cooke
Director of Administrative Services

Date: 8/18/2017

For the Union



Ryan Henowitz
CSEA Staff Representative

Date: 8/18/2017