



Town of Simsbury

933 HOPMEADOW STREET

P.O. BOX 495

SIMSBURY, CONNECTICUT 06070

Thomas F. Cooke - Director of Administrative Services

BOARD OF SELECTMEN MEETING AGENDA SUBMISSION FORM

1. **Title of submission:** Proposed Adjustment to Compensation for Position Of First Selectman
2. **Date of submission:** November 20, 2014
3. **Date of Board Meeting:** November 24, 2014
4. **Individual or Entity making the submission:**

Mary A. Glassman – First Selectman
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:

Adjust the salary and benefits for the position of First Selection, effective December 7, 2015, as follows:

1. The salary for the position shall be reduced from \$113,850 to \$75,000.
2. The position shall no longer be eligible to participate in the defined benefit plan. It shall be eligible to participate in the Town of Simsbury's defined contribution program on the following terms:
 - a. During the incumbent's term in office, the incumbent may contribute into the defined contribution plan and the Town will match up to 6% of the incumbent's contributions.
 - b. The Town's matching contributions will vest at the conclusion of the two-year term in office, provided that the incumbent serves the full term.

6. **Individual(s) responsible for 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.):

Mary A. Glassman – First Selectman – (860) 658-3230 – mglassman@simsbury-ct.gov

7. **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.):

During the recent review of the Erdman Study of the personnel function in the First Selectman's Office, we proposed a reduction of the First Selectman's salary to \$75,000 effective December 7, 2015. The Town will begin preparation of the Town Budget in the coming weeks and the Board of Selectmen needs to make a final determination on the salary to include in the budget proposals prepared in December.

An analysis of the recommended changes and a history of the First Selectman's salary and benefits going back to 2000 are attached. If you have any questions, please do not hesitate to contact me.

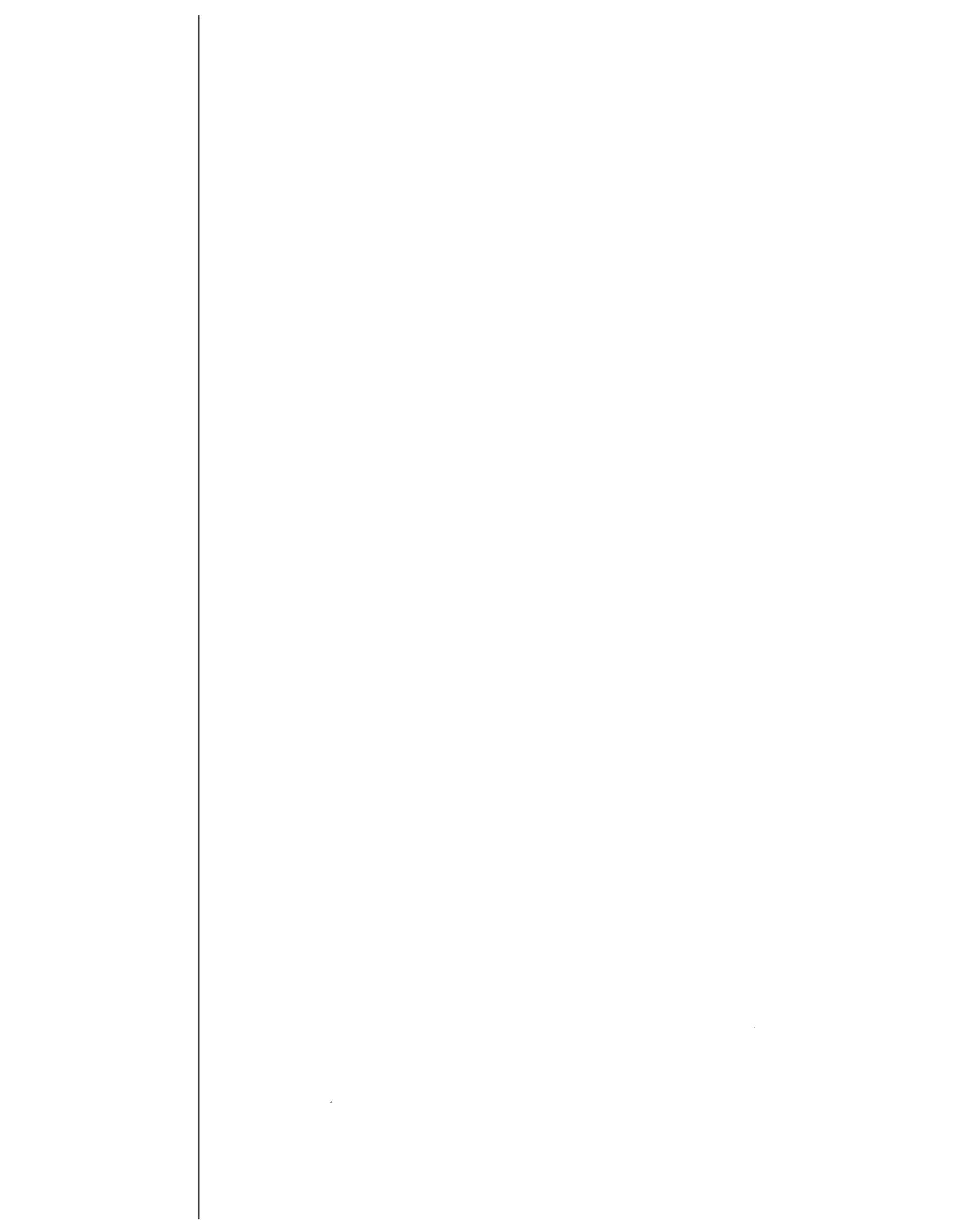
8. **Description of documents included with submission** (All documents must be in final form and signed by the appropriate party.):

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

First Selectman Salary Information
Proposed Changes to First Selectman Compensation and Benefits

Proposed Changes to First Selectman Compensation and Benefits - 11/24/2014

	Current First Selectman Position	Benefits for All New Unaffiliated EE's as of August 12, 2013	First Selectman Position as of December 7, 2015	Notes
Salary	\$113,850		\$75,000	
Retirement	DB Plan: 5% EE Contribution; 2.5% Multiplier; Voluntary participation in 457 Plan with no match.	Choice between: DB Plan: 7% EE Contribution; 2.5% Multiplier; or DC Plan: 6% Town match; Rolling 5 year vesting	DB Plan: eliminated DC Plan Only: 6% Town match; Vesting at conclusion of 2 year term	Vesting should run with two-year term; no vesting if only partial term served.
Medical	HMO: 15% EE Premium Share; PPO: EE Pays Buy-up Differential from HMO; HDHP/HSA: 15% EE Premium Share;	HMO: 20% EE Premium Share; PPO: EE Pays Buy-up Differential from HMO; HDHP/HSA: 15% EE Premium Share;	HMO: 20% EE Premium Share; PPO: EE Pays Buy-up Differential from HMO; HDHP/HSA: 15% EE Premium Share;	
OPEB	0% of Salary	2% of Salary	2% of Salary	
Vacation/Sick	3 Personal Days; 1 Floating Holiday; 6 Months Sick Leave; 15/20/25 Vacation Days based on tenure	3 Personal Days; 1 Floating Holiday; 6 Months Sick Leave; 15/20/25 Vacation Days based on tenure	3 Personal Days; 1 Floating Holiday; 6 Months Sick Leave; 15/20/25 Vacation Days based on tenure	Pursuant to Simsbury Personnel Rules and Regulations
Vacation/Sick Payout at Termination	Accrued vacation time as limited by Personnel Rules; No payout for other leave	Accrued vacation time as limited by Personnel Rules; No payout for other leave	Accrued vacation time as limited by Personnel Rules; No payout for other leave	Pursuant to Simsbury Personnel Rules and Regulations
Auto Allowance	None	None	None	
Mileage	IRS established rate for Town business (Currently \$0.56 per mile)	IRS established rate for Town business (Currently \$0.56 per mile)	IRS established rate for Town business (Currently \$0.56 per mile)	
Life Insurance	Town pays premium for insurance coverage of 2x Salary	Town pays premium for insurance coverage of 2x Salary	Town pays premium for insurance coverage of 2x Salary	Pursuant to Simsbury Personnel Rules and Regulations
Long Term Disability	Town pays premium	Town pays premium	Town pays premium	Pursuant to Simsbury Personnel Rules and Regulations



**First Selectman Salary Information
FY 2000 - FY 2015**

Fiscal Year	Annual Salary	Percent Increase	First Selectman
2015	\$113,850	0.00%	Glassman
2014	\$113,850	0.00%	Glassman
2013	\$113,850	0.00%	Glassman
2012	\$113,850	0.00%	Glassman
2011	\$113,850	0.00%	Glassman
2010	\$113,850	0.00%	Glassman
2009	\$113,850	0.00%	Glassman
2008	\$113,850	3.50%	Vincent/Glassman
2007	\$110,000	13.62%	Vincent
2006	\$96,813	4.00%	Vincent
2005	\$93,089	0.00%	Vincent
2004	\$93,089	3.00%	Vincent
2003	\$90,378	3.00%	Vincent
2002	\$87,746	3.00%	Mielert/Vincent
2001	\$85,190	3.00%	Mielert
2000	\$82,709		Glassman/Mielert

**First Selectman and Unaffiliated Pension History
FY 2000 - FY 2015**

Pre- December 2004

Defined Benefit Plan:

2% Employee Contribution (post-tax) with 2% Multiplier times years of service

December 2004 - August 2013

Defined Benefit Plan:

5% Employee Contribution (pre-tax) with 2.5% Multiplier times years of service

August 2013 - Present

New hires have choice between:

Defined Benefit Plan:

7% Employee Contribution (pre-tax) with 2.5% Multiplier times years of service

or

Defined Contribution Plan:

Employer match up to 6%. Rolling 5-Year Vesting.

