



Town of Simsbury

933 HOPMEADOW STREET

P.O. BOX 495

SIMSBURY, CONNECTICUT 06070

Lisa L. Heavner - First Selectman

SIMSBURY BOARD OF SELECTMEN

Special Meeting

Friday, October 7, 2016

7:30 A.M. – Simsbury Town Offices – Main Meeting Room

MINUTES OF MEETING

1. Call to Order

The meeting was called to order by First Selectwoman Lisa Heavner at 7:31 a.m. Selectmen Mike Paine, Cheryl Cook, Chris Kelly and Elaine Lang were also present. Selectman Sean Askham was absent. Director of Public Works Tom Roy and Director of Administrative Services Thomas Cooke were also present.

2. Pledge of Allegiance

Those in attendance stood for the pledge of allegiance.

3. Public Audience

There were no speakers at public audience.

4. Consideration and Action on Request for Approval of the Tentative Agreement between the Town of Simsbury and AFSCME Local 2945 of Council 4, AFL-CIO, Simsbury Public Works and Parks Employees, and for Authorization of the First Selectwoman to Execute the Collective Bargaining Agreement as Modified.

Ms. Heavner asked Mr. Cooke to review the proposed changes to the town's collective bargaining agreement with AFSCME. Mr. Cooke and Mr. Roy proceeded to review the submission form which provided the following information:

a. Term of Contract

- July 1, 2016 to June 30, 2019

b. Wages

- Change in steps resulting in a 3.5% increase for FY2017. New hires shall remain on the first step for 6 months and move to the second step thereafter. Step increases shall thereafter be taken in yearly increments.
- 2% general wage increase each year for FY2018 and FY2019

c. Health Insurance Plan Design

- HDHP/HSA: The voluntary High Deductible Health Plan (HDHP) with Health Savings Account (HSA) will be incorporated into the agreement. Employee contributions remain at 15% for this option.
- PPO: The PPO plan option will be eliminated effective July 1, 2018.
- HMO and PPO Premiums: Recent hires are paying a 20% premium for the PPO and HMO. For other employees, employee contributions are increasing from 16% to 17% effective July 1, 2017 (PPO and HMO); from 17% to 18% effective July 1, 2018 (HMO only – PPO discontinued); from 18% to 19% effective July 1, 2019, and from 19% to 20% effective June 30, 2020.
- Health Care “Buy-Out”: Employees who decline to participate in the town’s health insurance plans will receive an annual credit of \$2,000. Employees who elect to retire before the age of 62 and decline town health insurance will receive a \$1,000 annual credit and have the option of re-entering the health plan at age 62.

d. OPEB Contributions

- OPEB contributions will increase from 1.5% to 2% effective July 1, 2017.

e. Retirement Plan Options

- Defined Benefit Plan:
 - Plan closed: Upon ratification of the agreement, the defined benefit plan will be closed to new hires.
 - Participant contributions: Employees participating in the defined benefit plan will increase their contributions from 4% to 4.5% effective July 1, 2017 and from 4.5% to 5% effective July 1, 2018. Employees who were hired after July 1, 2016 but before ratification shall continue to pay 7%.
 - Retirement at age 62 or the “rule of 85”: Participants may retire without early retirement penalty upon reaching the age of 62 or when the participant’s age and credited years of service equal or exceed a total of 85.
- Defined Contribution Plan: Employees hired after the ratification date of the contract shall be required to participate in the defined contribution plan. Employees shall contribute 5% of base salary. The town shall contribute 7% of base salary with a rolling five year vesting period for employer contributions. All employer contributions shall vest upon completion of the fifth year and thereafter.

f. On-Call Pay

- If an issue can be addressed remotely using a town-issued device, the employee will be paid for work in one hour increments (instead of the flat rate of 4 hours of pay).

g. CDL Examinations

- Employees who operate CDL vehicles for the town will be reimbursed up to \$150 per DOT physical.

The Board of Selectmen asked questions about the immediate and long-term financial impact of the contract and discussed some of the particulars, including the on-call pay process and the Mr. Paine's experience with the CDL licensing process.

Ms. Lang made a motion to approve the tentative agreement between the Town of Simsbury and AFSCME Local 2945 of Council 4, AFL-CIO, Simsbury Public Works and Parks Employees, and to authorize the First Selectwoman to execute the collective bargaining agreement as modified. Mr. Kelly seconded the motion and it passed unanimously.

5. Adjourn

Ms. Lang made a motion to adjourn the meeting. Ms. Cook seconded the motion and it passed unanimously.

The meeting adjourned at 7:55 a.m.

Respectfully submitted,

Thomas F. Cooke
Director of Administrative Services