



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

AGENDA

1. Call to Order
2. Pledge of Allegiance
3. 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.
5. Adjourn



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BOARD OF SELECTMEN MEETING AGENDA SUBMISSION FORM

1. **Title of submission:**

Approval of Tentative Agreement with AFSCME Local 2945

2. **Date of submission:** October 4, 2016

3. **Date of Board Meeting:** October 7, 2016

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

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 AFSCME Local 2945 of Council 4, AFL-CIO, Simsbury Public Works and Parks Employees, and authorize the First Selectman to execute the collective bargaining agreement as modified.

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.):

1. **Term of Contract**

- July 1, 2016 to June 30, 2019

2. 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

3. 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.

4. OPEB Contributions

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

5. 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.

6. 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).

7. CDL Examinations

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

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

As described 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: