

Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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POLICE COMMISSION – REGULAR MEETING

Monday, July 13, 2020

7:00 PM

AGENDA

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. CORRESPONDENCE
4. APPROVAL OF MINUTES
 - a. June 8, 2020 Regular Meeting
5. PUBLIC AUDIENCE – Public comments will be received through e-mail at ebutler@simsbury-ct.gov until 12:00 PM Monday July 13, 2020.
6. OLD BUSINESS
 - a. Radio System
 - b. Deputy Chief Position
 - c. Sector Rules – Governor’s Executive Orders
 - d. Body Cameras and In-Car Cameras
 - e. Vacation Carry Over
 - f. Interview Room
 - g. IBPO/Town Pension Arbitration
7. REPORTS
 - a. Chairman's Report
 - b. Chief's Report
 - i. General
 - ii. Consolidated Monthly Report – May 2020
 - iii. Preliminary Monthly Activity Report - June 2020
8. NEW BUSINESS
 - a. Electronic Payment Methods and Fee Schedule
9. ADJOURNMENT



Police Commission
July 13, 2020
Summary of Letters

Received From	Officer	Subject
Resident	SPD	"Thank you for putting your lives before ours."
Chief Baldis, Simsbury Fire Department	Nicole Sisk	Chief Baldis was very appreciative for receiving a copy of a police report within 30 minutes of his request.
Resident	SPD	Thank you for the drive by for our daughter's birthday. "You always go above and beyond the call of duty!"
Resident	Sgt. Thibault, Ofc. Denalsky, PFC Kushman, Det. May	"Thank you for your quick response and professionalism. I am deeply indebted to them for their kind demeanor."
Multiple Students	Ofc. Kushman	"Thank you for keeping us safe!"
Resident	Sgt. Thibault	The resident's husband passed away and she was very grateful for Sgt. Thibault's help.
Resident's Husband	PFC Gray	PFC Gray conducted himself with kindness and compassion when responding to a traffic accident. They are grateful to him.
Resident	PFC Harrington	The resident wanted to extend his sincere gratitude to PFC Harrington for her positive and professional police service in regards to an incident that occurred in 2016.
Resident's Doctor	PFC Brittell, PFC Bouniconti	A thank you note was received from a resident's doctor after a welfare check was provided.
Resident	Ofc Cruz	The resident was thankful for Officer Cruz attempting to local her missing bicycle.
Multiple Residents	SPD	The Simsbury Police Department has received numerous cards and letters thanking the officers. The residents are very appreciative of all the hard work the officers put in.

**POLICE COMMISSION REGULAR MEETING
SUBJECT TO APPROVAL
JUNE 8, 2020**

1. CALL TO ORDER

The meeting of the Police Commission was called to order by Chairman Cosgrove at 7:03 P.M. in the Town Hall Main Meeting Room of the Simsbury Town Offices and via Zoom Meeting. In attendance were Commissioner Michael Long, Commissioner Terry Fogarty, Commissioner Jenna Caulfield, Chief Nicholas Boulter, Lt. Fred Sifodaskalakis, and Lt. Thomas Sheehan.

2. PLEDGE OF ALLEGIANCE

3. CORRESPONDENCE

Commissioner Cosgrove received a request from a citizen asking if we have vest cameras; the department currently does not. It is currently with the Finance Commission. The current use of force policy was also in question; this is reviewed on an annual basis.

After a motion was made by Commissioner Long and seconded by Commissioner Caulfield, it was unanimous:

VOTED: To have Chief Boulter and the department to review the current Use of Force Policy.

4. APPROVAL OF MINUTES

After a motion was made by Commissioner Fogarty and seconded by Commissioner Long, it was unanimous:

VOTED: To approve the minutes of the March 9, 2020 Regular Meeting.

After a motion was made by Commissioner Fogarty and seconded by Commissioner Caulfield, it was unanimous:

VOTED: To approve the minutes of the April 22, 2020 Special Meeting

Commissioner Fogarty read the summary of letters received since the last meeting of the Commission on March 9, 2020.

5. PUBLIC AUDIENCE

Review Section 3. Correspondence for Public Audience concerns.

6. OLD BUSINESS

- a. Lt. Sifodaskalakis gave an update on the radio system upgrade. Completion is anticipated for the end of summer.

7. REPORTS

- a. **Chairman's Report**
None
- b. **Chief's Report**
 - i. **General**
 - Budget was passed
 - CALEA off-sight review at the end of August
 - 2 certified officers in the background process
 - Two dispatchers that were hired last month are continuing their training and doing well
 - ii. **Consolidated Monthly Report – March and April 2020**
 - Reviewed, no comments
 - iii. **Preliminary Monthly Activity Report – May 2020**
 - Chief Boulter explained this new report – it gives an overview of the activity reported from previous month. These numbers are not final.

8. NEW BUSINESS

- a. **Deputy Chief Position**
Chief Boulter forwarded his recommendations to the Police Commission. Commissioner Long questioned the salary range provided; Chief Boulter explained how that figure was calculated.
- b. **Sector Rules – Governor's Executive Orders**
Chief Boulter discussed there are three municipal designees to oversee and review the public's complaints due to businesses not abiding these executive orders.
- c. **Vacation Carry Over**
26 members the department will be carrying over vacation days from last fiscal year

9. ADJOURNMENT

Commissioner Long made motion to adjourn at 7:50 P.M., seconded by Commissioner Fogarty. All were in favor and the motion passed.

Respectfully submitted,

Edward Cosgrove, Chairman

/kc

**STATE OF CONNECTICUT
BOARD OF MEDIATION AND ARBITRATION**

TOWN OF SIMSBURY

CASE NO.: 2018-MBA-98-
Police Pension

-and-

IBPO, LOCAL 458

MAY 20, 2020

Appearances:

For the Town of Simsbury – Ford Harrison LLP
For International Brotherhood of Police Officers Local #458 – Thomas A. Hatfield

Arbitration Panel:
Richard H. Kosinski,
Chair Panel Member
John M. Romanow,
Management Panel Member
Raymond D. Shea
Labor Panel Member

DECISION AND AWARD

I. NATURE OF THE PROCEEDING

This is an interest arbitration proceeding which arose from negotiations between the Town of Simsbury (Town) and the International Brotherhood of Police Officers Local #458 (IBPO), and involved provisions of the Collective Bargaining Agreement (CBA) effective July 1, 2018 to June 30, 2021, and certain provisions of the Town of Simsbury Retirement Income Plan (Plan) last restated on July 1, 2015. On August 9, 2018 the parties agreed to ground rules for negotiations and commenced negotiations during which proposals were exchanged. After several meetings, the parties reached impasse. The parties attempted mediation through the State Board of Mediation and Arbitration, also resulting in impasse.

II. STATUTORY FACTORS

Connecticut General Statutes Sec. 7-473c(d)(9) states:

In arriving at a decision, the arbitration panel shall give priority to the public interest and the financial capability of the municipal employer, including consideration of other demands on the financial capability of the municipal employer. . . .The panel shall further consider the following factors in light of such financial capability: (A) The negotiations between the parties prior to arbitration; (B) the interests and welfare of the employee group; (C) changes in the cost of living; (D) the existing conditions of employment of the employee group and those of similar groups; and (E) the wages, salaries, fringe benefits,

and other conditions of employment prevailing in the labor market, including developments in private sector wages and benefits.

III. FINDINGS OF FACT

Simsbury is a town in Hartford County in northwest central Connecticut, surrounded on the north by Granby and East Granby, on the east by Bloomfield, on the south by Avon and on the west by Canton. In 2017, it changed its form of government and in January 2018 had its first Town Manager, who now serves as its Chief Executive Officer. Before becoming Simsbury's Town Manager, Maria E. Capriola worked for 11 years in Mansfield, where she was responsible for human resources. The majority of Simsbury's tax base relies upon residential properties, with commercial and industrial properties contributing to approximately 10% of the tax base.

Based upon form of government (council-manager), population, geography, scope of municipal services offered and socioeconomic demographics, Capriola identified five communities to be most comparable to Simsbury: Avon, Bloomfield, Farmington, Glastonbury and South Windsor. At the hearing, the IBPO did not dispute the comparability of these communities. It added Branford to that mix.

The Connecticut Office of Policy and Management released its current Municipal Fiscal Indicators publication (MFI), which "consists of the most current financial information available for each of Connecticut's 169 municipalities." The MFI addresses, among other things, municipal bond ratings and describes a town's bond rating as being an evaluation of its credit risk. The MFI states, "a defined benefit plan offers a fixed income during retirement for which the municipal employer is normally obligated to provide, whereas, a defined contribution plan provides a fixed contribution toward the employee's retirement plan." The MFI includes data that, as of December 2019, Simsbury, along with seven other towns, held the highest investment grade bond rating from both Moody's and S&P. 15 other towns received an Aaa Moody's rating. The MFI additionally contains current and multi-year financial data and rankings of towns with respect to things like population, debt ratios, pension liability, unemployment rates, form of government, property tax revenue and tax collection rates, and per capita income data. The MFI states that, as of July 1, 2018, Simsbury had a population of 24,979 (compared to Avon, 18,302; Bloomfield, 21,301; Branford, 28,005; Farmington, 25,506; Glastonbury, 34,491; and South Windsor, 26,054); it had a 2018 per capita income of 140.4% of the State average (compared to Avon, 168.6%; Bloomfield, 99.9%; Branford, 113.9%; Farmington, 131.4%; Glastonbury, 139.5%; and South Windsor, 109.6%); it had a debt per capita regarding bonds/pensions/OPEB for Fiscal Year Ending June 30, 2018 (FYE 2018) of \$2,160 (compared to Avon, \$4,260; Bloomfield, \$7,637; Branford, \$2,588; Farmington, \$5,551; Glastonbury, \$3,717; and South Windsor, \$3,832); it had a total tax collection rate of 98.9% as a percentage of the total outstanding for FYE 2018 (compared to Avon, 99.4%; Bloomfield, 97.8%; Branford, 95.7%; Farmington, 99.5%; Glastonbury, 99.2%; and South Windsor, 97.0%); it had an unemployment rate as of October 2019 of 2.5% (compared to Avon, 2.3%; Bloomfield, 4.0%; Branford, 3.2%; Farmington, 2.6%; Glastonbury, 2.5%; and South Windsor, 3.0%); and, as of the October 1, 2017 grand list assessment, its residential property made up 73.5% of the total (compared to Avon, 76.5%; Bloomfield, 44.0%; Branford, 72.6%; Farmington, 59.7%; Glastonbury, 70.4%; and South Windsor, 59.2%).

The MFI states that, as of July 1, 2018, Simsbury had a population rank of 46/169 (compared to Avon, 65/169; Bloomfield, 52/169; Branford, 37/169; Farmington, 44/169; Glastonbury, 28/169; and South Windsor, 42/169); it had a 2018 per capita income rank of 20/169 (compared to Avon, 11/169; Bloomfield, 98/169; Branford, 52/169; Farmington, 26/169; Glastonbury, 21/169; and South Windsor, 71/169); it had a rank of 106/169 for debt per capita regarding bonds/pensions/OPEB for FYE 2018 (compared to Avon, 45/169; Bloomfield, 12/169; Branford, 90/169; Farmington, 29/169; Glastonbury, 58/169; and South Windsor, 56/169); it had a current year (FYE 2018) tax collection rate rank of 21/169 (compared to Avon, 8/169; Bloomfield, 115/169; Branford, 129/169; Farmington, 7/169; Glastonbury, 16/169; and South Windsor, 70/169); it had a 2018 unemployment rank of 163/169 (compared to Avon, 153/169; Bloomfield, 31/169; Branford, 73/169; Farmington, 134/169; Glastonbury, 165/169; and South Windsor, 105/169); and, for FYE 2018, it had a rank of 65/169 for property tax revenue as a % of total revenues (compared to Avon, 54/169; Bloomfield, 60/169; Branford, 46/169; Farmington, 53/169; Glastonbury, 56/169; and South Windsor, 79/169).

The Connecticut Conference of Municipalities states that the Adjusted Equalized Net Grand List Per Capita (AENGLC) 2017-2018 is “[a] comparative measurement of wealth utilized by the State of Connecticut A rank of 1 indicates the wealthiest municipality; a rank of 169 indicates the least wealthy municipality.” In 2017-2018, Simsbury had an AENGLC rank of 45/169 (compared to Avon, 23/169; Bloomfield, 82/169; Branford, 42/169; Farmington, 27/169; Glastonbury, 35/169; and South Windsor 62/169).

The January 22, 2020 S&P Global’s credit analysis of Simsbury resulted in an AAA rating with a stable outlook for both the Town’s 2020 general obligation and its existing general obligation debt. In summarizing its credit analysis, S&P Global stated that the Town has

well-entrenched financial policies

We rate the town higher than the nation because we believe Simsbury can maintain better credit characteristics than the U.S. in a stress scenario based on its predominantly locally derived revenue base and on our view that pledged revenue supporting bond debt service is at limited risk of negative sovereign intervention. In fiscal year 2019, local property taxes generated 85% of town revenue, which demonstrated a lack of dependence on central government revenue. . . .

The rating also reflects our opinion of the town’s

- Very strong economy . . .
- . . .
- Very strong budgetary flexibility . . .
- Very strong liquidity . . .
- Very strong debt and contingent liability profile . . .

...

The local economy remains very strong, in our view, supported by a stable real estate market and continued commercial and residential developments. . . . expansion of the Ensign-Bickford Aerospace and Defense facility this project will create an additional 140 new high-paying jobs in Simsbury. Additional development includes a solar project, construction of a Big Y supermarket, and continued residential development.

...

. . . the debt policy limits debt service to 5%-7% of expenditures . . .

- We do not believe pension and OPEB costs or liabilities present a credit pressure . . .

...

Simsbury participates in the following single-employer defined benefit pension plans as of June 30, 2019:

- The General Government Plan: 75.59% funded, \$8.1 net pension liability (NPL);
- The Police Plan: 82.14% funded, \$3.8 million NPL;
- The Board of Education Plan: 76.92% funded, \$19.9 million NPL.

...

Simsbury's combined required pension and actual OPEB contributions totaled 2.6% of total governmental fund expenditures in 2019. . . .

...

Currently all plans use a 6.75% discount rate, which is slightly above the 6.5% discount we consider a sustainable rate of return to limit the impact of market volatility on the costs. However, we note that management intends to revise the discount rate toward 6.5% in the upcoming budget cycle. . . . We believe these costs will remain manageable; however, . . . should costs significantly increase over time, we could revise our view

The Town's FYE 2019 Comprehensive Annual Financial Report stated that, "The Town of Simsbury operates under a Charter revised as of December 4, 2017. The form of government is a Board of Selectman/Town Manager – Board of Finance – Referendum." It further stated that it developed a plan to "stimulate the growth of high quality development." This was evidenced by the International Skating Center's move to Simsbury, completion of a 10,000 seat Performing Arts Center, renovation of retail centers, one of the Town's five largest taxpaying companies having developed "high quality residential structures and over 235,000 square feet of Class A

office and research space,” and two projects that added 119,000 and 45,000 square feet of office space currently housing 690 employees. The impact of new development on assessment value and tax revenue is substantial. For example, the Mill Pond Cross Development had a predevelopment \$126,260 valuation which generated \$4,090 in tax revenue; the 2018 \$5,704,976 valuation generated \$212,909.70 in tax revenue. In another example, Simsbury’s first selectman stated that the Tobacco Valley Solar Farm would generate “about \$500,000 in tax revenue annually,” with \$600,000 already having been paid in permit fees.

IBPO Local President SGT Gary Gray, with almost 20 years experience as a police officer in Simsbury, testified that “you can’t help but see development going on in this town. It’s all over the place.” For FYE 2019 total revenue from permits was \$1,295,561.08. For a 9 year period through FYE 2019, issued building permits, building department fees and the value of building permits generally grew. As to a December 2019 Simsbury Developments Update, Capriola testified that while there were conceptual projects included, many were “in progress,” “currently under construction,” “redeveloped,” “complete at this time,” at a stage that the town “will capture that additional new growth next tax year,” producing “140 new jobs, high-tech manufacturing, as well as engineering and IT positions,” “forthcoming based on where they are in various planning and land use processes,” and engaged in “site prep work.” She testified that the projects included ones that would be residential housing and that the population of Simsbury has increased “steadily” since 2010. This over 7% population increase coincides with generally increased personal income, a generally higher percentage of college graduates and a generally falling unemployment rate. There was a 2.658% increase between October 2018 and October 2019 in the Town’s Grand List.

Capriola testified that the Town had significant financial challenges outside of the general fund, including a funding shortfall discovered “last year” with the Town’s health insurance fund, which has since been fixed with at least two infusions into the fund totaling \$1,400,000, along with a multi-year structural issue with the Parks and Recreation Fund, and capital budgeting and capital funding. The Parks and Recreation Fund was in a deficit position, which led to a deficit of nearly \$250,000 last year. A plan for smaller capital projects has been developed, to be addressed in the Town’s operating budget. Capriola testified that based on a self imposed debt service contribution limitation percentage (7%), bonding may not be appropriate.

For FYE 2020, not including the Board of Education’s budget, Simsbury had a town budget of \$29,907,422. For FYE 2020, there was a 12% increase in health insurance premiums and a decreased pension investment rate assumption. The Town increased its mill rate in 2019 by .9 mill, which caused median home property taxes to increase by 2.47%.

Last year, with \$26,889,192 in bonded debt, Simsbury issued an additional \$8,365,000 in general bond obligations in order to complete certain capital projects, which included a partial roof replacement at the high school, highway paving and replacing underground tanks. In FYE 2020, the Town is budgeted to spend \$5,937,284 (\$5,227,284 in debt service and \$710,000 in cash for capital). The indebtedness Simsbury could fiscally and legally take on exceeds its present level. The FYE 2019 debt service contribution of 6% is below the 7% “long term objective.”

In 2019, there were 39 sworn police officers, which was an increase of 4 officers over a 9 year period. The Police Department, which as of the date of the February 10, 2020 hearing, employs 38 officers including the Chief, has a base payroll of \$3,703,120 budgeted for full-time officers. The incidents to which police officers were required to respond increased from 28,139 in 2010 to 43,733 in 2019. On October 16, 2019, Chief Nicholas Boulter reported that 44 officers would be needed to be comparable to similar towns and that 45 officers would be needed to meet regional standards. He testified that he has recommended that the Town hire four additional officers. He testified that the recommendation to increase the number of police officers considers only population and not crime or history. He later testified that the number of calls for service and types of crime supported the need for additional officers. He also testified that "in the most recent year, or two or three" the department had exceeded its overtime budget, which was also a reason for additional staffing. Non-supervisory overtime rose 137% between September FYE 2019 and FYE 2020.

In 2019, the parties agreed on a successor CBA on all terms, except for the retirement benefits offered to police officers. In addition to a retirement plan and 457(f) plan option offered by the Town, police officers who retire from Simsbury receive social security and retiree health benefits until age 65.

In 2019, the Society of Actuaries published updated Mortality Tables reflecting that people are living longer. Both the Town's and the IBPO's actuaries agreed that Simsbury needs to adopt the updated Mortality Tables to ensure that its defined benefit plans are properly funded, and it has taken steps to do so. Since people are living longer, defined benefit plans, which provide benefits for the participant's lifetime, are becoming more costly for towns to maintain. Without changing any benefits, but by adopting the updated Mortality Tables, the cost of Simsbury's Defined Benefit Plan for the Police will increase from \$651,976 to \$880,000 from FYE 2020 to FYE 2021.

In addition, the cost of Simsbury's Defined Benefit Plan will increase because the expected interest rate of return is projected to decrease. The rate of return reflects the anticipated long-term rate of return on the Plan's target investment allocation. Both the Town's and the IBPO's actuaries testified that the rate of return is a forward looking estimate.

Rebecca Sielman, who works with dozens of municipalities in Connecticut, has been an actuary for over 30 years. She is an Enrolled Actuary, a member of the Academy of Actuaries, and a Fellow in the Society of Actuaries. Sielman, the Town's actuary, testified that Simsbury should reduce its expected interest rate from 6.75% to at least 6.5%, and probably should consider reducing it further to 6.25%. The IBPO's actuary, Matthew Sicilia, agreed that such a change is needed to insure that the Defined Benefit Plan is properly funded.

Without changing any benefits, reducing the interest rate assumption to 6.5% will further increase the cost of the Defined Benefit Plan for the Police from \$651,976 to \$973,530 from FYE 2020 to FYE 2021. Reducing the interest rate assumption to 6.25% will increase the cost of the Defined Benefit Plan for the Police from \$651,976 to \$1,070,652 from FYE 2020 to FYE 2021.

IV. ISSUES

The parties submitted Last Best Offers (LBOs) on the following issues summarized in the following chart:

Issue	Article/Section	Subject Matter	Who Proposed
T1	Article 23	Pension Benefits for Employees Hired On or After 1/1/20	Town
T2	Article 23	DC Option for Existing Employees	Town
U1	Plan Article II	Average Compensation Definition	IBPO

V. CONCLUSIONS OF LAW AND ADDITIONAL FINDINGS OF FACT

This decision is the result of the Panel having carefully considered all of the statutory factors outlined above. Said factors as were relevant were applied to each disputed issue. Each item of evidence may be considered to have applied to all relevant issues even if it is not specifically discussed in the analysis of a particular issue.

It must be noted at the outset that the parties have waived the issuance by the Panel of an "Arbitration Statement." Their Joint Stipulation/Waiver dated February 20, 2020 reads in relevant part as follows:

The parties hereby stipulated to submit to the Arbitration Panel the following:

1. The parties waive the requirement to file an "Arbitration Statement" and any "proposed agreement", but shall file the stipulated issues to the Arbitration Panel for determination.

The Arbitration Statement is referenced in various parts of C.G.S. Sec. 7-473c(d), including, specifically the following,

(2) Within five days after the conclusion of the taking of testimony, the panel shall forward to each party an **arbitration statement**, approved by a majority vote of the panel, setting forth all agreement provisions agreed upon by both parties in the proposed agreements and the replies, and in the stipulations, and stating, in numbered paragraphs, those issues which are unresolved.

(3) Within ten days after the conclusion of the taking of testimony, the parties shall file . . . five copies of their statements of last best offer setting forth, in numbered paragraphs corresponding to the statement of unresolved issues **contained in the arbitration statement, the final agreement provisions proposed by such party.**

...

(6) Within twenty days after the last day for filing such reply briefs, the panel shall issue, upon majority vote, and file with the State Board of Mediation and Arbitration its decision on all unresolved issues set forth in the **arbitration statement** The panel shall treat each unresolved issue set forth in the **arbitration statement** as a separate question to be decided by it. In deciding each such question, the panel agreement shall accept the final provision relating to such unresolved issue as contained in the statement of last best offer of one party or the other. As part of the arbitration decision, each member shall state the specific reasons and standards used in making a choice on each unresolved issue. (emphasis added)

At the end of the hearing on 2/10/20, there was a discussion with the parties and the Panel concerning the intention of the parties to waive the Arbitration Statement:

MR. HARRINGTON: I mean, I do feel our issues are very specific.

MR. HATFIELD: They are very narrow, yeah, and I don't see them falling outside our bargaining --

MR. HARRINGTON: Yeah. I mean, my inclination would be just to submit those issues for you to decide, and then we will adopt the contract language accordingly.

MR. ROMANOW: So, waive the arbitrator's statement?

...

MR. HATFIELD: In thinking through that, that seems to be the -- yeah.

MR. HARRINGTON: I think that will serve both parties.

On February 21, 2020, the parties filed a "Parties' Issues" document which listed and detailed Town of Simsbury's Issues, Issue 1 and Issue 2, and the IBPO's Issue, Issue 1.

The Town has offered to amend Article 23 – Pension in Town Issue 1 and to further amend Article 23 - Pension in Town Issue 2. On March 6, 2020, the IBPO filed a Union's Last Best Offer Submission which, related to the Town's Issues, on a single page, referred to Article 23 – Pension. It further stated, "The Union proposes to retain the current language as follows:" and then stated the current Article 23, Section 1 language once. On that page, there were no numbered paragraphs corresponding to the statement of unresolved issues as would otherwise be required by an Arbitration Statement. At all times during the pendency of these hearings, the IBPO has opposed the changes proposed by the Town in Town Issues 1 & 2.

The technical requirements regarding the filing of LBOs in a specific manner and format, to the extent that they are linked to the filing of an Arbitration Statement, are not relevant here in view of the fact that they have been waived by the parties.

Town Issue 1: Article 23 – Pension Benefits For Employees Hired On or After 1/1/20

The Town's LBO is as follows:

The Town proposes to add to/modify the Collective Bargaining Agreement and Retirement Income Plan as follows (new language underscored and in bold):

COLLECTIVE BARGAINING AGREEMENT

ARTICLE 23 – PENSION

SECTION 1. **For employees hired before January 1, 2020**, the normal retirement date for all participants in the Town of Simsbury Police Retirement Plan shall be the earlier of Twenty Five (25) years of credited service or age of Fifty-Three (53). Effective July 1, 2014, the term of final average earning shall be amended as follows: Earnings: all W-2 earnings received from the employer capped at a maximum amount of Ten percent (10%) over base salary per year. Participants shall make pension contributions on all earnings as described above.

SECTION 3. For employees hired on or after January 1, 2020, employees shall have the option of choosing between participating in (1) an optional Defined Contribution (DC) plan or (2) a Defined Benefit plan as described below:

(1) Defined Contribution for Employees Hired On/After January 1, 2020

Employees shall contribute a minimum of five (5) percent of their base salary (not to include overtime or private duty), and may elect to contribute up to another two (2) percent of their base salary, for a total of employee contribution of 7%. Employee mandatory contributions shall be contributed to the Town's 401(a) plan on a pre-tax basis. Employee elective contributions shall be contributed to the Town's existing 457(b) plan on a pre-tax basis.

The Town shall match the employee's contributions up to seven (7) percent of the employee's base salary. All of the Town's contributions shall be contributed to the Town's 401(a) plan.

Employees shall vest in the Town's contributions based on completion of years of service as follows:

One year of service: 20% of the Employer's contributions

Two years of service: 40% of the Employer's contributions

Three years of service: 60% of the Employer's contributions

Four years of service: 80% of the Employer's contributions

Five years of service: 100% of the Employer's contributions

(2) Defined Benefit Plan for Employees Hired On/After January 1, 2020

For employees hired on or after January 1, 2020 who elect to participate in the Town's Defined Benefit Plan, the normal retirement date for all participants in the Town of Simsbury Police Retirement Plan shall be the earlier of Thirty (30) Years of credited service or age of Fifty-five (55). Eligible employees shall receive a pension benefit as provided by the Plan of 2.0% per year of credited service, capped at 30 years. To be vested in the DB Plan, employees must work 10 years. For calculation of the pension benefit, final average earnings/"compensation" shall be limited to 100% of base pay (not to include overtime or private duty).

RETIREMENT INCOME PLAN

ARTICLE II

Definitions

"*Compensation*" means the following:

(a) ...

For a Participant who is a Police Officer Employee hired prior to January 1, 2020, Compensation means: (i) for Plan Years beginning on or after July 1, 2014, one hundred ten percent (110%) of the Participant's annual rate of base pay as of July 1; and (ii) for Plan Years beginning prior to July 1, 2014, one hundred six percent (106%) of the Participant's annual rate of base pay as of July 1. Notwithstanding the above, however, the Compensation of a Participant who is a Police Officer Employee cannot exceed the Participant's earnings, as defined in Section 12.1(b), for the Plan Year beginning on the applicable July 1.

For a Participant who is a Police Officer Employee hired on or after January 1, 2020, "Compensation" means: One Hundred Percent (100%) of the Participant's annual rate of base pay (excluding any overtime, private duty pay, etc.) as of July 1. Notwithstanding the above, however, the Compensation of a Participant who is a Police Officer Employee cannot exceed the Participant's earnings, as defined in Section 12.1(b), for the Plan Year beginning on the applicable July 1.

...

"*Early Retirement Date*" means the following:

...

(b) With respect to a Division 000 Police Officer Employee, who were hired before July 1, 2020, the earlier of: (i) the date on which the Participant has reached age forty-eight (48) and completed ten (10) Years of Credited Service; or (ii) the date on which the Participant has completed twenty (20) Years of Credited Service;

(c) With respect to a Police Officer Employee hired on or after January 1, 2020, the date on which the Participant has reached age Fifty (50) and has completed Ten Years of Credited Service or (ii) the date on which the Participant has completed Twenty-Five (25) Years of Credited Service;

...

"Employee" means an individual who is performing services for the Employer as a common law employee and includes a Nonunion Employee, a Police Officer Employee, a Police Dispatcher Employee, a Public Works and Parks Employee, a Professional Supervisor Employee, a Professional Employee, and a Secretarial/Clerical/Library Employee.

...

(b) *Police Officer Employee* – a police officer of the Town of Simsbury who is a member of the International Brotherhood of Police Officers, Local 458.

(i) A Division 000 Police Officer Employee is a Police Officer Employee who became a Participant in the Plan on or after January 18, 1990, or who became a Participant in the Plan prior to January 18, 1990 and did not elect to be in Division 001.

(ii) A Division 001 Police Officer Employee is a Police Officer Employee who became a Participant in the Plan prior to January 18, 1990 and who elected to be in Division 001.

(iii) A Division 002 Police Officer Employee is a Police Officer Employee who was hired on or after January 1, 2020 and who became a Participant in the Plan.

...

"Normal Retirement Age" means the following:

...

(c) With respect to a Police Officer Employee hired on or after January 1, 2020, the earlier of (i) the date on which the Participant has reached age fifty-five (55) or (ii) the date on which the Participant has completed Thirty (30) Years of Credited Service;

ARTICLE III

Employees Entitled to Participate

Section 3.1 (a) For purposes of determining eligibility to participate in the Plan:

...

(ii) A Police Officer Employee shall become a Participant in the Plan on his or her Date of Employment or Reemployment, *provided that* he or she elects to make the Participant Contributions described in Section 4.1(a)(ii) within thirty-one (31) days of his or her Date of Employment or Reemployment.

Notwithstanding the above, pursuant to the Collective Bargaining Agreement, a Police Officer Employee may elect to participate in the Employer's Defined Contribution Retirement Plan in lieu of this Defined Benefit Plan. Once made, any such election is irrevocable (even if he or she incurs a severance from service and subsequently is rehired).

...

Section 3.3

...

(b) With respect to a Police Officer Employee, the Employer shall notify the Police Officer Employee, on or before his or her Date of Employment or Reemployment (or as soon thereafter as is administratively possible), that he or she is eligible to participate in the Plan *provided that* **he or she does not elect (or has not elected) to participate in the Employer's Defined Contribution Retirement Plan.**

...

ARTICLE IV

Contributions

...

(ii) *Police Officer Employees*

For Participants hired on or after January 1, 2020, participant contributions are not require after the Police Employee completes Thirty (30) Years of Credited Service.

...

ARTICLE V

Normal Retirement Benefits

...

Section 5.2

...

(b) *Police Officer Employees*

...

For Division 002 (Police Officer Employees hired on or after January 1, 2020):

A retirement benefit equal to 2.00% of his or her Average Compensation multiplied by his or her Years of Credited Service up to a maximum of thirty (30) Years of Credited Service.

...

ARTICLE IX

Vested Deferred Benefits

...

Section 9.3

...

(c) With respect to a Participant who was hired as a Police Employee on or after January 1, 2020 will become vested in his or her Employer Accrued Benefit in accordance with the following schedule:

<u>Years of Vesting Service</u>	<u>Percentage Vested</u>
<u>Less than Ten Years of Vesting Service</u>	<u>0%</u>
<u>Ten or more Years of Vesting Service</u>	<u>100%</u>

The IBPO's LBO is as follows:

[none]

Simsbury proposes modifying the Defined Benefit Plan for new officers who would be aware of the modified plan at the time they made their decision to join the Police Department. Simsbury offers new employees a choice of a modified Defined Benefit Plan or a Defined Contribution Plan.

The proposed Defined Benefit Plan: vests after 10 years, unlike the current graded vesting which begins at 5 years; includes a normal retirement date that requires 30 years of credited service or age 55, unlike the current 25 years of credited service or age 53; includes an annual retirement benefit equal to 2.0% of Average Compensation multiplied by up to 30 years of service, unlike the present 2.5% of Average Compensation multiplied by up to 25 years of service; and for calculation of pension benefits, final average compensation shall be limited to 100% of base pay,

unlike the current 10% over base salary.

Without regard to Mortality Table or interest rate changes, if the Defined Benefit Plan were modified to provide a 2% multiplier for each year of service (up to 60%), with an normal retirement age of the earlier of 55 years old or 30 years of service, based upon the employee's base salary, the cost of the Defined Benefit Plan would go from \$651,976 to \$719,000, rather than to \$727,000 if no changes were made. A modified Defined Benefit Plan for new police officers would mean that the cost of maintaining the Defined Benefit Plan would increase at a slower rate.

Capriola claims that, based on her experience with millennial-aged employees, offering individuals a choice of a portable retirement plan will enhance recruitment for the Town. She testified that her experience in Mansfield, as well as her experience in Simsbury, has shown that millennial aged employees prefer the portability offered by a Defined Contribution Retirement Plan. Chief Boulter, who also participated in negotiations, testified as well that allowing for employee choice in their retirement plan would not negatively impact recruitment. SGT Gray testified that it is important to be working with the best officers the Town can attract, and that the Town's offers were going to inhibit the Town from achieving that goal. He testified, "I think it's ludicrous for someone to come here and become a police officer when you can go elsewhere and have a better pension."

The claims of the three witnesses are all heartfelt, but they are not corroborated by substantial empirical evidence. Many factors play into an employee's decision to accept an offer of employment. At this point no one really knows the effect of the Town's offers on recruitment. To the extent recruitment is somehow affected by offering employees a choice, the parties can address that issue in their bargaining session next year.

(I) Public Interest and Financial Condition of Simsbury

All communities have a public interest in being fiscally responsible. While Simsbury has managed its finances over the years, and has experienced an increase in population with accompanying housing developments, it faces some challenges in the next few years.

In a December 8, 2016 interest arbitration award in Case # 2016-MBA-38, Town of Avon and IBPO Local 541, the Panel was considering the issue of a wage increase. The Town's LBO was 2.0% and the Union's LBO was 2.25%. The Panel stated:

. . . even though Avon is a financially stable municipality, it must strive to continually manage its budgets in a fiscally prudent and responsible manner.

. . . it is also in the public interest to understand the increased financial burdens placed on the Town as well as other Connecticut municipalities in the next several years. The Town's relatively stable financial condition needs to be balanced by the significant demands of decreasing assistance from the State of Connecticut and increasing Pension, Health and OPEB costs. . . .

...
The Panel notes that the Town's police wages exceed or equal most of its neighboring communities even though there are some disparities with wages paid to detectives. The Town's starting pay rate for patrol officers is higher than Farmington, Canton, Simsbury and West Hartford and Sergeants at the highest step in Town earn more than Sergeants in neighboring communities. . . .

Without impacting existing members, Simsbury's proposals are in the public interest for future management of the Defined Benefit Plan and recruitment of officers who may prefer the portability of a Defined Contribution Plan. With the adoption of the new Mortality Tables and a return rate of 6.5%, Town will face an increase in its required contribution from \$651,976 to \$973,530 for the Police Plan.

Sicilia agreed that the Town must make these two changes. Simsbury's proposals will not save the Town money from its current costs for the Defined Benefit Plan, but will reduce the amount of the increased costs that the Town will be facing for maintaining the Plan. In light of these costs, it is in the public interest for Simsbury to take action so that it can continue to offer a defined benefit plan to its law enforcement officers. Given the costs of the current plan, it is not in the public interest to incur further costs as proposed by the IBPO.

Based upon the record presented at the hearing, given the increase that Simsbury will be facing for its existing Police Defined Benefit Plan, it is in the public interest for Simsbury to modify its plan for new employees. The Town's proposal places it on a path to be able to manage the increases associated with the Police Defined Benefit Plan.

(II) Employment Conditions of Similar Groups/Labor Market

(A) Other Represented Town Employees

Simsbury's employees are represented by six unions. As of July 1, 2018, the police pension plan involved 71 total participants, the general government plan, 241, and the board of education plan, 349. As of June 30, 2019, the police pension plan also involved a \$3,845,317 net liability out of a total \$19,925,597 net pension liability to the Town when including the other employee plans. For FYE 2019, the Police Plan had an actual rate of return of 5.88%, as compared to the general government plan, 4.84%, and the board of education plan, 5.32%.

Except for the police, all represented employees in Simsbury either have moved away from a Defined Benefit Plan or have the choice between a Defined Benefit Plan and a Defined Contribution Plan. Two unions have agreed to close the Defined Benefit Plan to new hires: Public Works and Dispatchers. The other three unions agreed to offer new employees the choice of participating in a Defined Benefit Plan with an employee contribution of 10% of base wages or a Defined Contribution Plan: Supervisors; Administrative & Professional; and Clerical & Secretarial. Simsbury contributes up to 7% of an employee's annual base salary into a Defined Contribution Plan for the employee.

(B) Law Enforcement Officers in Comparable Communities

Avon, Bloomfield (2002) and South Windsor (2005) closed their defined benefit plans to new police officers. There is a 9.5% employer and employee contribution for the Avon PD. South Windsor PD's maximum IRS allowable contribution for employees is above the 6% of "base earnings" required for the employer and employees. The employer contribution rate in Bloomfield is 10%. Police officers in Farmington and Glastonbury participate in defined benefit plans. Since 2013, the Defined Benefit Plan for newly hired police officers in Glastonbury provides a 2% multiplier with a normal age of retirement of 55, which "shall exclude Overtime and Private Duty earnings;" officers must contribute 8.75% to the plan. Glastonbury's modifications are substantially similar to those proposed by Simsbury.

Bloomfield requires 20 years of credited service in calculating the normal retirement date; Farmington requires 26 years of credited service and a 48th birthday after 7/1/1995 with a cap of age 65; and South Windsor has a normal retirement date that requires 25 years of service regardless of age or following their 50th birthday. South Windsor uses 2.5% as the multiplier in calculating a retirement benefit, as does Farmington since 1992, and Bloomfield with a cap of 27 years. Since Bloomfield and South Windsor closed their defined benefits plans so long ago, the Panel gave little weight to the details of those plans.

(III) Bargaining History

In this case, retirement benefits are covered by the CBA. The parties reached agreement on all terms of the CBA, except for retirement benefits.

The Town made proposals in negotiations with the IBPO that would not impact existing bargaining unit employees, but would allow the Town to offer new employees a modified Defined Benefit Plan. Simsbury proposed offering new and existing employees the option of selecting a Defined Contribution Plan, which was comparable to the plan offered to other represented employees in Town. The IBPO rejected both proposals, but rather proposed modifying the Defined Benefit Plan. The IBPO proposed to have pension benefits based upon an employee's last year of service, rather than an average of their highest five years of service. The Town rejected the IBPO's proposal.

In its LBO, the Town modified its proposal in two aspects from its last offer at the bargaining table. The Town dropped normal retirement age to 55 years old (from 57) and dropped its proposal of a 15 year vesting period for the revised Defined Benefit Plan to 10 years.

Police officers are the bulwark to protect Simsbury citizens against chaos. Officers serve under great stress and at great risk to their health and safety. The job they do is legislatively recognized to be of a nature that heart disease, hypertension and PTSD are correlated with it (C.G.S. Sec. 7-433c; PA 19-17). Simsbury needs to hire additional officers. To not do so places Simsbury citizens at unnecessary risk.

In 2017-2018, Avon's wealth rank was 23/169, while Simsbury's was 45/169. Despite the fact that Avon was wealthier, a panel of arbitrators in the above-cited case stated, "The Town's

relatively stable financial condition needs to be balanced by the significant demands of decreasing assistance from the State of Connecticut and increasing Pension, Health and OPEB costs.”

So it is a matter of balancing Simsbury’s financial condition by decreasing state assistance and increasing pension, health and OPEB costs. By engaging in that balance, the Panel concludes that the Town has met its burden of proof on Town Issue 1.

Its increasing Grand List is impressive. But that is balanced by its costs in repairing the health and parks and recreation fund debacles. Moreover, the new Mortality Tables and reduced rate of return on pension fund investments puts added stress on the goal of eventually eliminating the unfunded liability of the pension fund. So it is not a matter of reducing present costs but rather reducing the increase of future costs.

Actuaries testified that market rate assumptions are forward-looking. That is of course true of any look into the future. In the view of the Panel Chair, the policy of refusing to even consider evidence of the past rate of return of the very same plan that is being evaluated is ill-conceived and an example of misguided and irrational professional hubris. The result, as here, of over-optimistic return rate assumptions is that the Actuarially Determined Contribution (ADC) is too small year after year and saddles the children and grandchildren of taxpayers with the burden of eliminating unfunded pension liability. It seems to the Panel that in considering a new return rate assumption, it is simple common sense for the Town to at least consider the actual FYE 2019 5.58% return rate for the Police Plan and decide what weight, if any, to give to that evidence.

The other five unions in Simsbury have agreed to a Defined Contribution Plan for new employees, either as the sole plan or as an option to a Defined Benefit Plan. So has a majority of police unions in comparable towns. Those factors are significant.

What is less significant are differences in compensation definition, contribution rates, retirement age, years of service and multipliers. Those differences can always be the subject of future negotiations.

The Panel concludes that, based on the statutory factors, the reliable, probative and substantial evidence on the whole record supports the Town’s LBO on Town Issue 1.

Town Issue 2: Article 23 DC Pension Benefits For Existing Employees

The Town’s LBO is as follows:

The Town proposes to add /modify the Collective Bargaining Agreement as follows (new language underscored and in bold):

COLLECTIVE BARGAINING AGREEMENT

ARTICLE 23 – PENSION

Existing employees who have not yet fully vested in the Defined Benefit (DB) plan may join the Defined Contribution (DC) plan within a 60 day one-time enrollment period following execution of the agreement. Employees who elect to leave the DB Plan and join the DC Plan shall be refunded their DB contributions with interest. Unless specified by the employee at time of enrollment in the DC Plan, the Employer and Employee contributions will be initially allocated to the appropriate Target Date fund. The employee's date of hire will be used for the vesting schedule.

The IBPO's LBO is as follows:

Union's Last Best Offer with respect to the Collective Bargaining Agreement, Article 23, Pension - The Union proposes to retain the current language as follows:

SECTION 1. The normal retirement date for all participants in the Town of Simsbury Police Retirement Plan shall be the earlier of Twenty Five (25) years of credited service or age Fifty Three (53). Effective July 1, 2014, the term final average earnings shall be amended as follows: Earnings: all W-2 earnings received from the employer capped at a maximum amount of Ten percent (10%) over base salary per year. Participants shall make pension contributions on all earnings as described above.

Due to the complexity of this case involving changes to the collective bargaining agreement as well as "The Town of Simsbury Retirement Income Plan," this is not a traditional "fill in the blank" final offer arbitration process. The parties have recognized and agreed to the same by virtue of the waiver they filed as well as their agreement on the record as to the post hearing process.

With regard to this Town Issue 2, the IBPO clearly intended to reject what the Town proposes with no alternative language. The Town, by its offers wants to offer new police officers a choice of a Defined Benefit Plan or a Defined Contribution Plan. That is being awarded in Town Issue 1. But in Town Issue 2, the Town also wanted to offer existing officers who are not yet vested in the Defined Benefit Plan the option of participating in the Defined Contribution Plan.

The bar is set very high to change pension benefits for current employees. The Town has not sustained its burden of proof as to Town Issue 2..

The Panel concludes that, based on the statutory factors, the reliable, probative and substantial evidence on the whole record supports accepting the IBPO's LBO on Town Issue 2.

IBPO Issue 1: Average Compensation Definition

The Town's LBO is as follows:

Town proposes to retain the current language in the Retirement Income Plan as follows:

RETIREMENT INCOME PLAN

Article II

Definitions

"*Average Compensation*" means the average of a Participant's Compensation as of July 1 of the five consecutive Plan Years in which he or she was employed by the Employer out of the ten consecutive Plan Years preceding the Participant's Severance from Service Date that produce the highest average. Notwithstanding the above, however:

- (a) If the Participant was employed for less than five consecutive Plan Years, Average Compensation means the average of the Participant's Compensation as of July 1 of all of the Plan Years in which he or she was employed;
- (b) If the Participant's Severance from Service Date is more than five years before the Participant's Normal Retirement Date, the Participant's Average Compensation will be based on the Participant's Compensation as of July 1 of the last five Plan Years in which he or she was employed; *provided, however*, if the Participant was employed for less than five Plan Years, Average Compensation means the average of the Participant's Compensation as of July 1 of all of the Plan Years in which he or she was employed; and

The IBPO's LBO is as follows:

The Union proposes to amend the Town of Simsbury Retirement Income Plan, Article II, Definitions as follows:

"*Average Compensation*" means the average of a Participant's Compensation as of July 1 of the five consecutive Plan Years in which he or she was employed by the Employer out of the ten consecutive Plan Years preceding the Participant's Severance from Service Date that produce the highest average. Notwithstanding the above, however:

- (a) If the Participant was employed for less than five consecutive Plan Years, Average Compensation means the average of the Participant's Compensation as of July 1 of all of the Plan Years in which he or she was employed;
- (b) If the Participant's Severance from Service Date is more than five years before the Participant's Normal Retirement Date, the Participant's Average Compensation will be based on the Participant's Compensation as of July 1 of the last five Plan Years in which he or she was employed; *provided, however*, if the Participant was employed for less than five Plan Years, Average Compensation means the average of the Participant's Compensation as of July 1 of all of the Plan Years in which he or she was employed;
- (c) If the Participant is a Professional Supervisor Employee, a Professional Employee, or a Secretarial/Clerical/Library Employee and Average Compensation is determined by reference to

the Participant's Compensation as of July 1, 2009, then the Participant's Compensation as of July 1, 2009 for purposes of determining Average Compensation will equal one hundred three percent (103%) of the Participant's actual Compensation as of July 1, 2009; and

(d) If the Participant is a Police Officer Employee, Average Compensation shall mean the Participant's Compensation as of July 1 of the final Plan Year in which he or she was employed; or, if the Participant's Service ceases more than ten (10) years before the Participant's Normal Retirement Date, the average Compensation received during the five (5) years commencing on July 1 prior to the Participant's Severance from Service.

Presently, the pension benefit is calculated on the average of an employee's five years of final earnings. The IBPO proposed calculating the pension benefit solely on the employee's last year's final earnings.

Currently the Police Plan includes no cost of living increase and does not include overtime or private duty pay. "Compensation means . . . one hundred ten percent (110%) of the Participant's annual rate of base pay as of July 1 . . ." This results in a situation where pensionable benefits are stable based on the pay scale and are not subject to control by the active member.

According to Sielman, without factoring the impact of the new Mortality Tables and reduced rate of return, the IBPO's proposal would cost the Town an additional \$95,000 the first year; \$108,000 the second year; \$112,000 the third year; \$115,000 the fourth year; and \$117,000 the fifth year. She testified that the proposal would cost Simsbury \$965,000 over the next 15 years.

Sicilia, using his valuation software, estimated

this will increase the town's current ADC by approximately \$78,200, or 2.2% of the \$3,589,830 pensionable payroll listed in the 2018 valuation report. The \$78,200 is comprised of a normal cost increase of \$35,400 and an amortization increase of \$42,800. 5-year projection are below. Each are between 2.2% to 2.4% of expected payroll.

<u>Fiscal year</u>	<u>ADC Increase</u>
2020-2021	\$ 90,500
2021-2022	\$ 94,600
2022-2023	\$ 97,600
2023-2024	\$100,000
2024-2025	\$101,100.

Sicilia provided a 5 year projection based on his opinion that such a projection is "most meaningful" and that longer projections can easily become skewed. He stated that a forecast beyond five years is "a very, very hypothetical analysis." In reviewing the Town's projections with respect to the IBPO's offer, Sicilia testified that the difference between that projection and his analysis was likely attributed to not replacing retired officers in his analysis, but that "the fiscal years line up". According to Sicilia, the IBPO's offer would increase the Town's ADC the first five years, with the "contribution given to decrease" after that.

The IBPO here is proposing a change that would result in a greater cost to the Town, without regard to the increased costs that the current plan will have given the new Mortality Tables and the decreased investment rate. Capriola testified that, if both the IBPO's proposal and Town's proposals were adopted, it would take the Town 18 years to break even.

Regardless of which actuaries' calculations are correct, the IBPO's offer would result in significant increased costs to the Town. The IBPO offered no evidence that any other municipality in Connecticut used only an employee's final year's earnings to calculate the employee's pension benefit. The IBPO has not met its burden of proof as to IBPO Issue 1.

The Panel concludes that, based on the statutory factors, the reliable, probative and substantial evidence on the whole record supports the Town's LBO on Union Issue 1.

VI. AWARD

The Panel accepts the Last Best Offers of the Town of Simsbury on Town Issue 1 and Union Issue 1. Panel member Raymond D. Shea dissents on Town Issue 1 and Union Issue 1.

The Panel accepts the Last Best Offer of International Brotherhood of Police Officers Local 458 on Town Issue 2. Panel member John M. Romanow dissents on Town Issue 2.

NOTE: The hearing sign-in sheet lists Edwin Kosinski as an IBPO National Representative. Edwin Kosinski and Chair Panel Member Richard H. Kosinski are not related. Prior to any arbitration hearing, Richard H. Kosinski did not know Edwin Kosinski.

Richard H. Kosinski

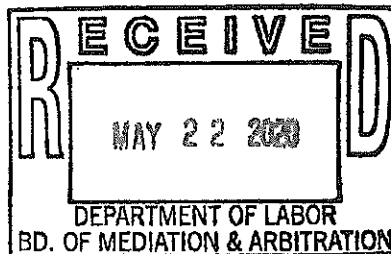
RICHARD H. KOSINSKI
Chair, Neutral Panel Member

John M. Romanow

JOHN M. ROMANOW
Management Panel Member

Raymond D. Shea

RAYMOND D. SHEA
Labor Panel Member



PENTAMATION ENTERPRISES INC
 DATE: 07/08/2020
 TIME: 14:38:50

TOWN OF SIMSBURY
 EXPENDITURE STATUS REPORT

PAGE NUMBER: 1
 EXPSTAL1

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FUND-100 GENERAL FUND
 FUNCTION-200 PUBLIC SAFETY
 DEPARTMENT-211 POLICE DEPARTMENT
 BUDGET UNIT-10042110 POLICE DEPT

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			EXPENDITURES	OUTSTANDING	EXP	BALANCE	BUD
51010	FULL-TIME	3,703,120.00	32,328.88	.00	3,567,565.98	135,554.02	96.34
51020	PART TIME	22,347.00	194.00	.00	22,034.34	312.66	98.60
51030	OVERTIME	200,000.00	1,691.55	.00	239,614.65	-39,614.65	119.81
51031	OVERTIME TRAINING	38,000.00	.00	.00	42,988.81	-4,988.81	113.13
51040	SEASONAL	53,525.00	.00	.00	33,450.31	20,074.69	62.49
51060	HOLIDAY PAY	193,000.00	.00	.00	149,052.95	43,947.05	77.23
51070	LONGEVITY	2,100.00	.00	.00	2,100.00	.00	100.00
51080	SPECIAL DUTY	.00	14,300.22	.00	74,546.67	-74,546.67	.00
51101	UNIFORM ALLOWANCE	45,020.00	559.98	1,058.00	42,561.97	1,400.03	96.89
51400	EDUCATION REIMBURSEMENT	11,700.00	.00	.00	14,165.60	-2,465.60	121.07
52200	CONTRACTUAL SERVICES	61,640.00	.00	3,300.00	52,966.36	5,373.64	91.28
52410	INVESTIGATIONS	2,360.00	100.92	575.23	1,774.54	10.23	99.57
52510	COPY & PRINTING SERVICES	1,000.00	.00	255.00	291.39	453.61	54.64
53100	OFFICE SUPPLIES	5,000.00	44.28	1,398.25	2,334.74	1,267.01	74.66
53105	TECH & PROGRAM SUPPLIES	26,375.00	2,238.22	2,503.83	18,296.35	5,574.82	78.86
53500	MEDICAL SUPPLIES	6,170.00	.00	2,611.61	3,721.11	-162.72	102.64
53505	CHEMICAL & LAB SUPPLIES	260.00	.00	204.92	.00	55.08	78.82
53700	CLOTHES & SAFETY SUPPLIE	9,985.00	.00	6,550.00	3,763.24	-328.24	103.29
54310	EQUIPMENT MAINTENANCE	11,390.00	162.03	3,083.00	4,129.75	4,177.25	63.33
54320	VEHICLE MAINTENANCE	19,370.00	1,278.60	1,538.44	16,963.94	867.62	95.52
55260	GASOLINE	57,860.00	.00	8,104.22	64,382.33	-14,626.55	125.28
55310	TELEPHONE SERVICE	9,000.00	.00	410.70	8,800.86	-211.56	102.35
57400	CONFERENCES & EDUCATION	24,200.00	.00	270.00	11,999.03	11,930.97	50.70
57910	DUES & SUBSCRIPTIONS	3,760.00	.00	67.97	3,860.78	-168.75	104.49
58810	COMPUTER SOFTWARE	2,950.00	.00	.00	3,108.24	-158.24	105.36
58950	CNR - POLICE VEHICLES	130,000.00	.00	.00	130,000.00	.00	100.00
	TOTAL POLICE DEPT	4,640,132.00	52,898.68	31,931.17	4,514,473.94	93,726.89	97.98
	TOTAL PUBLIC SAFETY	4,640,132.00	52,898.68	31,931.17	4,514,473.94	93,726.89	97.98
	TOTAL GENERAL FUND	4,640,132.00	52,898.68	31,931.17	4,514,473.94	93,726.89	97.98
	TOTAL REPORT	4,640,132.00	52,898.68	31,931.17	4,514,473.94	93,726.89	97.98

DISPATCH FY19-20 Year End - Not Complete

PENTAMATION ENTERPRISES INC
 DATE: 07/08/2020
 TIME: 14:47:06

TOWN OF SIMSBURY
 EXPENDITURE STATUS REPORT

PAGE NUMBER: 1
 EXPST11

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FUND-100 GENERAL FUND
 FUNCTION-200 PUBLIC SAFETY
 DEPARTMENT-10042115 DISPATCH
 BUDGET UNIT- TITLE NOT FOUND

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51010	FULL-TIME	485,810.00	12,285.84	.00	445,919.29	39,890.71	91.79
51030	OVERTIME	44,000.00	1,616.59	.00	55,053.34	-11,053.34	125.12
51031	OVERTIME TRAINING	2,000.00	.00	.00	501.52	1,498.48	25.08
51060	HOLIDAY PAY	11,190.00	.00	.00	8,707.01	2,482.99	77.81
51070	LONGEVITY	575.00	.00	.00	575.00	.00	100.00
52200	CONTRACTUAL SERVICES	810.00	.00	.00	2,510.87	-1,700.87	309.98
52400	ADVERTISING	900.00	.00	.00	900.00	.00	.00
53105	TECH & PROGRAM SUPPLIES	340.00	.00	.00	338.00	2.00	99.41
53700	CLOTHES & SAFETY SUPPLIE	1,325.00	.00	.00	353.00	972.00	26.64
54310	EQUIPMENT MAINTENANCE	6,700.00	118.39	1,858.78	3,455.82	1,385.40	79.32
57400	CONFERENCES & EDUCATION	3,120.00	.00	.00	379.00	2,741.00	12.15
	TOTAL TITLE NOT FOUND	556,770.00	14,020.82	1,858.78	517,792.85	37,118.37	93.33
	TOTAL PUBLIC SAFETY	556,770.00	14,020.82	1,858.78	517,792.85	37,118.37	93.33
	TOTAL GENERAL FUND	556,770.00	14,020.82	1,858.78	517,792.85	37,118.37	93.33
	TOTAL REPORT	556,770.00	14,020.82	1,858.78	517,792.85	37,118.37	93.33

PENTAMATION ENTERPRISES INC
 DATE: 07/08/2020
 TIME: 14:50:58

TOWN OF SIMSBURY
 EXPENDITURE STATUS REPORT

PAGE NUMBER: 1
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 TOTALED ON: FUND,FUNCTION,BUDGET UNIT
 PAGE BREAKS ON: FUND

FUND-100 GENERAL FUND
 FUNCTION-200 PUBLIC SAFETY
 DEPARTMENT-212 ANIMAL CONTROL
 BUDGET UNIT-10042120 ANIMAL CONTROL

ACCOUNT	TITLE	BUDGET	PERIOD EXPENDITURES	ENCUMBRANCES OUTSTANDING	YEAR TO DATE EXP	AVAILABLE BALANCE	YTD/ BUD
51010	FULL-TIME	61,416.00	1,636.88	.00	61,266.08	149.92	99.76
51030	OVERTIME	1,160.00	.00	.00	242.21	917.79	20.88
52400	ADVERTISING	200.00	.00	.00	33.33	166.67	16.67
52510	COPY & PRINTING SERVICES	500.00	.00	.00	510.00	-10.00	102.00
53100	OFFICE SUPPLIES	50.00	.00	.00	15.19	50.00	.00
53105	TECH & PROGRAM SUPPLIES	700.00	.00	.00	684.81	600.00	2.17
53600	PARTS SUPPLIES	600.00	.00	.00	.00	400.00	.00
53700	CLOTHES & SAFETY SUPPLIE	400.00	.00	.00	5,302.80	697.20	88.38
56210	FEES PAID TO STATE	6,000.00	127.00	.00	75.00	25.00	75.00
57400	CONFERENCES & EDUCATION	100.00	.00	.00	50.00	50.00	.00
57910	DUES & SUBSCRIPTIONS	50.00	.00	.00	67,444.61	3,731.39	94.76
	TOTAL ANIMAL CONTROL	71,176.00	1,763.88	.00	67,444.61	3,731.39	94.76
	TOTAL PUBLIC SAFETY	71,176.00	1,763.88	.00	67,444.61	3,731.39	94.76
	TOTAL GENERAL FUND	71,176.00	1,763.88	.00	67,444.61	3,731.39	94.76
	TOTAL REPORT	71,176.00	1,763.88	.00	67,444.61	3,731.39	94.76

Civil Preparedness FY19-20 Year End - Not Complete

PENTAMATION ENTERPRISES INC
 DATE: 07/08/2020
 TIME: 15:06:52
 TOWN OF SIMSBURY
 EXPENDITURE STATUS REPORT
 PAGE NUMBER: 1

SELECTION CRITERIA: expldedgr.key_orgn='10042200'
 ACCOUNTING PERIOD: 13/20

SORTED BY: FUND, FUNCTION, DEPARTMENT, BUDGET UNIT, ACCOUNT
 TOTALLED ON: FUND, FUNCTION, BUDGET UNIT
 PAGE BREAKS ON: FUND

FUND-100 GENERAL FUND
 FUNCTION-200 PUBLIC SAFETY
 DEPARTMENT-220 EMERGENCY MANAGEMENT
 BUDGET UNIT-10042200 CIVIL PREPDMSS

ACCOUNT	TITLE	BUDGET	PERIOD	ENCUMBRANCES	YEAR TO DATE	AVAILABLE	YTD/
			EXPENDITURES	OUTSTANDING	EXP	BALANCE	BUD
53105	TECH & PROGRAM SUPPLIES	6,685.00	.00	700.56	5,530.29	454.15	93.21
	TOTAL CIVIL PREPDMSS	6,685.00	.00	700.56	5,530.29	454.15	93.21
	TOTAL PUBLIC SAFETY	6,685.00	.00	700.56	5,530.29	454.15	93.21
	TOTAL GENERAL FUND	6,685.00	.00	700.56	5,530.29	454.15	93.21
	TOTAL REPORT	6,685.00	.00	700.56	5,530.29	454.15	93.21

**Simsbury Police Department
Consolidated Monthly Report**

May, 2020

	Period	Period	Increase/	Period	Period	Increase/
Activity	5/1/2020	5/1/2019	(Decrease)	1/1/2020	1/1/2019	(Decrease)
	5/31/2020	5/31/2019		5/31/2020	5/31/2019	
Number of Incidents	4,524	4,149	375	19,764	18,914	850
Criminal Activity						
Homicide	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Robbery	0	0	0	1	0	1
Assault	1	0	1	2	0	2
Burglary	2	1	1	4	1	3
Larceny	8	8	0	46	42	4
MV Theft	5	1	4	11	1	10
Arson	0	0	0	0	0	0
Totals	16	10	6	64	44	20
Arrests (Adult)						
Part I Off	2	0	2	6	9	-3
Part II Off	7	4	3	30	38	-8
Arrests (Juvenile)						
Part I Off	0	0	0	0	0	0
Part II Off	1	0	1	3	2	1
Totals	10	4	6	39	49	-10
MV Accidents						
Fatal	0	0	0	0	0	0
w/ Injury	0	8	-8	13	48	-35
Prop. Damage	12	22	-10	83	111	-28
Not Investigated	6	12	-6	45	63	-18
Totals	18	42	-24	141	222	-81
Alarms						
Intrusion	35	32	3	169	190	-21
Fire	14	19	-5	55	78	-23
Medical	7	10	-3	40	36	4
Totals	56	61	-5	264	304	-40
Traffic Enforcement						
DUI	3	1	2	22	9	13
Summons	10	45	-35	99	282	-183
Written Warning	5	92	-87	95	473	-378
Verbal Warning	29	258	-229	826	1,253	-427
Totals	47	396	-349	1,042	2,017	-975

**Simsbury Police Department
Consolidated Monthly Report**

May, 2020

Activity	Period	Period	Increase/ (Decrease)	Period	Period	Increase/ (Decrease)
	5/1/2020 5/31/2020	5/1/2019 5/31/2019		1/1/2020 5/31/2020	1/1/2019 5/31/2019	
Miscellaneous Activity						
Aided Cases	147	137	10	660	718	-58
Animals	61	123	-62	217	346	-129
Assistance Req.	166	154	12	614	593	21
Criminal Mischief	3	1	2	9	7	2
Disabled MV	8	8	0	50	109	-59
Domestic	19	5	14	45	27	18
Escort	0	0	0	0	0	0
Fingerprints	0	44	-44	140	251	-111
Lockout	9	10	-1	49	74	-25
Noise Complaint	20	19	1	50	40	10
Notifications	3	0	3	14	0	14
Open Doors	2	0	2	6	5	1
Parking Tickets	0	0	0	2	7	-5
Suspicious Persons	54	61	-7	251	237	14
Transport	2	6	-4	6	21	-15
Totals	494	568	-74	2,113	2,435	-322

Miles Patrolled

Car 10	210	2,282	-2,072	8,539	9,891	-1,352
Car 11	2,880	2,497	383	8,604	9,848	-1,244
Car 12	3,048	2,595	453	11,469	10,208	1,261
Car 13	2,753	2,250	503	9,188	9,736	-548
Car 14	3,741	2,354	1,387	16,085	10,989	5,096
Car 15	3,107	1,102	2,005	17,208	10,448	6,760
Car 16	2,646	2,330	316	12,593	8,594	3,999
Car 17	2,173	2,313	-140	10,815	10,216	599
Car K9	71	499	-428	1,021	2,386	-1,365
Totals	20,629	18,222	2,407	95,522	82,316	13,206

Personnel Activity*

Sick Leave (days)	29	62	-33	285	369	-84
Injured Leave (days)	0	0	0	22	6	16
Suspension (days)	0	0	0	0	0	0
Funeral (days)	0	2.5	-3	10	18	-8
Vacation Leave (days)	77	86	-9	278	340	-62
Comp Time (days)	19	34	-15	144	149	-5
Family Leave (days)	0	0	0	6	3	3
Training (hours)	228	375	-147	1,218	1,633	-415
Overtime (hours)	261	408	-147	2,053	2,126	-73

*Contains non-IBPO employees

Incident Statistics Report

06/01/2020 00:00 Thru 06/30/2020 23:59

Call Type Description	Total for Period
911 Hangup Call	81
ADMIN. MEDICATION DROP BOX	1
Administrative	1
Aided Case	156
Alarm - Fire	12
Alarm - Intrusion	14
Alarm - Medical	5
ALARM-FIRE-CHARGE	3
ALARM-INTRU-CHARGE	17
Ambulance	14
ANCILLARY DUTIES	52
ANIMAL COMPLAINT - BEAR	51
ANIMAL COMPLAINT - DOG	19
ANIMAL COMPLAINT - OTHER	26
Arrest Warrant Served	3
Assault	1
Assist Agency/Person	154
CHILD CARSEAT INSPECTION	1
CIVIL COMPLAINT	1
COPS	167
Criminal Mischief	5
Death Investigation	2
DISORDERLY CONDUCT	4
DISPATCH RELIEF	68
Dispatcher Entry	9
DRUG NON-CRIMINAL	1
Family Offense, Nonviolent	2
Family Violence Offense	5
FINGERPRINT DETAIL	22
Fire	6
Follow-up	42
Fraud	10
Hazardous Condition	21
Larceny	5
LARCENY FR:MOTOR VEHICLE	1
LEAS PRACTICE	18
Lockout	5
Miscellaneous	2

Incident Statistics Report

06/01/2020 00:00 Thru 06/30/2020 23:59

Call Type Description	Total for Period
Motor Vehicle Theft	3
MV Assist	3
MV Check	48
MV Complaint	16
MV Disabled	7
MV ENTRY L/INFORMATIONAL	6
MV STOP	17
MV STOP SPEED	15
MVA	21
MVA UNINVESTIGATED	3
MVA-DUI	1
MVA-INJURY	3
Noise Complaint	17
Notification	2
Open Building	1
Parking Violation	3
PASS CHECK	174
Patrol Check	3002
PROJECT LIFESAVER	4
Property Found	15
Property Lost	3
REPORT PREPARATION	61
Shots Fired	3
Suspicious Circumstances	24
Suspicious Person	9
Suspicious Vehicle	13
Traffic Assignment	1
TRAFFIC ENFORCE DIST DRV	1
TRAFFIC ENFORCE SPEED	26
Traffic Enforcement	83
Traffic Light Notification	1
Training	36
UNUSED INCIDENT NUMBER	1
Total:	4630