



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:** Approval of Tentative Agreement with AFSCME
(Public Works, Parks & Recreation and WPCA Employees)

2. **Date of submission:** August 7, 2013

3. **Date of Board Meeting:** August 12, 2013

4. **Individual or Entity making the submission:**

Town of Simsbury Bargaining Committee
Thomas F. Cooke – Director of Administrative Services

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 for a contract with AFSCME Local 2945 of Council 4, AFL-CIO ("AFSCME") for a period covering July 1, 2011 to June 30, 2016 and authorize the First Selectman to execute the agreement as modified.

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.):**

Thomas F. Cooke – Director of Administrative Services – (860) 658-3230
Sean M. Kimball – Deputy Director of Administrative Services – (860) 658-3230

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.):

The Tentative Agreement with the AFSCME covers forty-four (44) full-time and part-time employees. The agreement covers the period from July 1, 2011 (including a wage-reopener for that year) to June 30, 2016. It includes many of the same provisions as contracts negotiated with the CSEA, and the Dispatcher unit. The tentative agreement was ratified by employees on July 16, 2013.

Economic Terms of Tentative Agreement

Period of Agreement:

- July 1, 2011 – June 30, 2016

Wages:

- 2% increases annually, retroactive to July 1, 2011, for fiscal years 2012, 2013, 2014 and 2015; a 2.25 % increase for fiscal year 2016

OPEB Contribution:

- Employees will contribute a percentage of compensation to the OPEB fund for a period of ten years:
 - Current employees:
 - September 1, 2014: 0.5% of base wages
 - January 1, 2016: 1.0% of base wages
 - June 30, 2016: 1.5% of base wages
 - New employees:
 - 1.5% for 10 years effective upon execution of agreement

Pension Contribution:

- Current employees will increase pension contributions from 2% to 5% of contribution according to the following schedule:
 - September 1, 2013: 2.5% total contribution
 - September 1, 2014: 3.0% total contribution
 - September 1, 2015: 3.5% total contribution
 - June 30, 2016: 4.0% total contribution

New Hire Retirement Plan Options:

- Employees hired after execution of this agreement will have the following retirement plan options:
 - Participation in the defined benefit plan with a contribution of 7% of compensation; or
 - Participation in a defined contribution plan. New employees contribute 6% with a Town match of 6%. The Town match vests on a rolling basis over 5 years.

Health Plan Design Changes:

- A High Deductible Health Plan with a Health Savings Account will be added as a voluntary option to the existing health care plan options in a side letter to the agreement.
- The Town retains the right to combine health insurance plan options under a single carrier.

Health Care Premium Co-Pay Changes:

- No increase for employees currently paying 20%; new employees will continue to pay 20%
- Effective January 1, 2014 employees currently paying 15% will pay 15.5%
- Effective January 1, 2015 employees paying 15.5% will pay 16%

Wellness Program:

- Employees will participate in the wellness program initiated by the Town in June, 2013

Part-Time and Seasonal Employees:

- Vacation benefits eliminated effective June 30, 2016

Maintainer I to Maintainer II:

- An employee hired to the Maintainer I position may move to Maintainer II after five years provided that the employee "meets standards" on his/her performance review, demonstrates competence in all aspects of the Maintainer II job description and has not received discipline within the past three years
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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:

Town Off-Record Mediation Settlement Offer