



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 Dispatcher Union

2. **Date of submission:** August 9, 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
Peter N. Ingvertsen – Chief of Police
Sean M. Kimball – Deputy 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 UE Local 222, CILU/CIPU Local #41 (the Dispatchers Union) 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 UE Local 222, CILU/CIPU, CILU Local #41 (the "Dispatchers Union) covers six (6) employees and tracks many of the provisions of agreements previously approved for the Town's CSEA units. The bargaining unit ratified the contract modifications on August 9, 2013.

Economic Terms of Tentative Agreement

Period of Agreement:

- July 1, 2011 – June 30, 2016 (except for OPEB and Pension contributions described below, which will extend to later dates)

Wages:

- 2% increases annually, retroactive to July 1, 2011
- Addition of three steps (2% increases per step) designed to bring employees up from the bottom of the market reference range

OPEB Contribution:

- Employees will contribute a percentage of compensation to the OPEB fund for a period of ten years:
 - Current employees:
 - July 1, 2013: 0.5% (retroactive to July 1, 2013)
 - July 1, 2014: 1.0%
 - July 1, 2015: 1.5%
 - July 1, 2016 to June 30, 2023: 2%
 - New employees:
 - 2% 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:
 - July 1, 2013: 2.5% total contribution
 - July 1, 2014: 3.0% total contribution
 - July 1, 2015: 3.5% total contribution
 - July 1, 2016: 4.0% total contribution
 - July 1, 2017: 4.5% total contribution
 - July 1, 2018: 5.0% total contribution

New Hire Retirement Plan Options:

- Employees hired after June 30, 2013 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. The Employee can contribute up to the legal maximum. The Town will contribute the equivalent of 5% of annual compensation, vesting on a rolling five-year basis.

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.
- The Town retains the right to combine health insurance plan options under a single carrier.

Wellness Program:

- Employees from this unit participated in the introduction of the wellness program this year and the wellness program has been added to the collective bargaining agreement.

Part-Time Employees:

- No change in compensation.

Other:

- Family and Medical Leave Act language was corrected to conform to federal statute.

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:

Summary of Tentative Agreement, August 6, 2013