

PERSONNEL, PENSION AND INSURANCE COMMITTEE
SPECIAL MEETING
The Metropolitan District
555 Main Street, Hartford
Monday, June 19, 2017

Present: Commissioners Daniel Camilliere, Donald Currey, Kathleen J. Kowalyshyn, Alphonse Marotta, Domenic Pane, Bhupen Patel, J. Lawrence Price, Pasquale J. Salemi, Raymond Sweezy, Alvin Taylor and District Chairman William A. DiBella (11)

Absent: Commissioners Byron Lester and Maureen Magnan (2)

Also

Present: Scott W. Jellison, Chief Executive Officer
John M. Zinzarella, Deputy Chief Executive Officer, Business Services
R. Bartley Halloran, District Counsel
Christopher Stone, Assistant District Counsel
John S. Mirtle, District Clerk
Robert Zaik, Director of Human Resources
Marcey Wright-Bolling, Manager of Human Resources
Susan Negrelli, Director of Engineering
Kelly Shane, Director of Procurement
Tom Tyler, Director of Facilities
Christopher Levesque, Director of Operations
Kerry E. Martin, Assistant to the Chief Executive Officer
Carrie Blardo, Assistant to the Chief Operating Officer
Cynthia A. Nadolny, Executive Assistant

CALL TO ORDER

Chairman Taylor called the meeting to order at 5:12 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Sweezy and duly seconded, the meeting minutes of April 18, 2017 were approved.

BENEFIT AND CONDITION CHANGES – EXEMPT AND EXCLUDED EMPLOYEES

To: Personnel, Pension and Insurance Committee for consideration on June 19, 2017

In July of 2015, a resolution was presented and approved by the full Board of Commissioners to freeze the Sick Leave Balances for the Exempt and Excluded employees. Coupled with that action, the District established Short and Long Term Disability programs. These programs proved especially attractive to new employees who have comparatively low time bank balances.

With the review of eleven cases in which either the Short-Term and/or Long Term Disability programs were accessed, Staff realized an inequity in the way the benefits were being applied.

To address this condition, Staff has recommended that there be a one-time option presented to the Exempt and Excluded employees hired before August 1, 2015, to: (a) resume the former Sick Leave procedure but at the decreased accrual rate (eight days per year) and without the Short Term Disability Program; or (b) continue the present Short Term Disability Program. The Long-Term Disability Program would be continued under either option.

This option should still be attractive to new employees while slowing the increase in the Sick Leave balance for existing employees who choose to resume the former and now, limited procedure.

Staff also recommends the following adjustments, including:

- That Paternity Leave be granted in accordance with the Family Medical Leave Act (“FMLA”) (which in certain cases can include time for adoption). Employees shall use their accumulated time bank balances to receive payment during any FMLA leave;
- Maternity leave modified to recognize the typical pregnancy leave authorized at six to eight weeks –recorded as FMLA leave , but then to allow the new mothers to spend an additional six weeks (or four weeks dependent upon length of pregnancy leave) for a total of twelve weeks with her new child with the mothers using their accumulated time bank balances to receive payment for their FMLA time;
- Short Term Disability will be available for employees after seven days (using available time bank balances) and, at the conclusion of the disability period, up to six (or four) additional weeks not to exceed twelve weeks in total but having the employees use their accumulated time bank balances to receive payment for FMLA leave;

These changes if approved will be incorporated into the “Employee Handbook.” The revised handbook would then be distributed to employees.

We will provide advance information to the Exempt and Excluded employees to facilitate their choice of Sick Leave programs.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the above-detailed amendments to benefits and conditions extended to Exempt and Excluded employees:

RESOLVED: That the Exempt and Excluded benefits and conditions be amended as indicated herein and above.

Respectfully Submitted,

Scott W. Jellison
Chief Executive Officer

On motion made by Commissioner Sweezy and duly seconded, the report was received and resolution adopted by unanimous vote of those present.

RETIREE MEDICAL AFTER AGE 65

To: Personnel, Pension and Insurance Committee for consideration on June 19, 2017

It has come to the attention of District staff that some retirees, or retiree spouses, have reached age 65 and remained on the District's medical insurance beyond his/her 65th birthday. Once a retiree or spouse turns 65, they are required to sign up for Medicare which acts as the primary insurer and the District provides Medicare Supplement Plan B as secondary coverage. Staff requests authorization to provide notice to retirees, retiree spouses and current employees that have reached, or will soon reach, age 65 that retirees who are age 65 or older are required to immediately sign up for Medicare and to inform the District in order to obtain the Medicare Supplement Plan B as secondary coverage. Retirees or retiree spouses aged 65 and older that fail to sign up for Medicare within 120 days of the notice will be removed from District health insurance.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel, Pension & Insurance Committee recommends to the District Board passage of the following resolution:

RESOLVED: That staff shall provide notice to retirees, retiree spouses and current employees that have reached, or will soon reach, age 65 that retirees who are age 65 and older are required to immediately sign up for Medicare and inform the District in order to receive the Medicare Supplement Plan B as secondary coverage. Retirees or retiree spouses aged 65 and older who fail to sign up for Medicare within 120

days of the notice will be removed from District health insurance, without affecting the retirees' or spouses' reimbursement for Supplement Plan B coverage upon signing up for Medicare.

Respectfully Submitted,

Scott W. Jellison
Chief Executive Officer

On motion made by Commissioner Sweezy and duly seconded, resolution was amended as reflected above.

On motion made by Commissioner Kowalyshyn and duly seconded, the report was received and resolution, as amended, adopted by unanimous vote of those present.

DISCUSSION RE: LIFE INSURANCE

Bob Zaik, Director of Human Resources, briefed the Committee on employee life insurance.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

Judy Allen of West Hartford spoke regarding Medicare and the change in maternity leave policy

ADJOURNMENT

The meeting was adjourned at 6:06 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved