

**THE METROPOLITAN DISTRICT BOARD  
 BOARD ROOM, DISTRICT HEADQUARTERS  
 555 MAIN STREET, HARTFORD  
 MONDAY, FEBRUARY 5, 2018, 5:30 PM**

| <b>ITEM NO.</b> | <b>TITLE</b>  |
|-----------------|---|
| 1.              | <b>MEETING CALLED TO ORDER:</b>   |
| 2.              | <b>ROLL CALL</b>  |
| 3.              | <b>PLEDGE OF ALLEGIANCE</b>   |
| 4.              | <b>PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS</b>   |
| 5.              | <b>APPROVAL OF MINUTES - MEETING OF JANUARY 8, 2018</b>   |
| 6.              | <b>REPORT FROM DISTRICT CHAIRMAN</b>  |
| 7.              | <b>REPORT FROM CHIEF EXECUTIVE OFFICER</b>  |
| 8.              | <b>REPORT FROM DISTRICT COUNSEL</b>   |
| 9.              | <b>PERSONNEL, PENSION AND INSURANCE COMMITTEE -<br/>         CONSIDERATION OF AND POTENTIAL ACTION RE:</b><br><b>A. HEALTH INSURANCE AND PENSION BENEFIT MODIFICATIONS<br/>         EXEMPT &amp; EXCLUDED NEW HIRES (FEBRUARY 5, 2018)</b><br><b>B. JOB CLASSIFICATION REVISION – WATER POLLUTION<br/>         CONTROL SUPERVISOR (FEBRUARY 5, 2018)</b><br><b>C. JOB CLASSIFICATION REVISION – WATER/WASTEWATER<br/>         TREATMENT PLANT OPERATOR TRAINEE (FEBRUARY 5, 2018)</b> |
| 10.             | <b>BOARD OF FINANCE - CONSIDERATION OF AND POTENTIAL ACTION<br/>         RE: APPROVAL FOR STATE OF CONNECTICUT FINANCING</b><br><b>A. DWSRF NO. 2018-7061 (FEBRUARY 5, 2018)</b><br><b>B. DWSRF NO. 2018-7062 (FEBRUARY 5, 2018)</b>  |
| 11.             | <b>CONSIDERATION OF AND POTENTIAL ACTION RE: WEST HARTFORD<br/>         COMMUNITY TELEVISION</b>  |
| 12.             | <b>COMMITTEE ON ORGANIZATION - CONSIDERATION OF AND<br/>         POTENTIAL ACTION RE: APPOINTMENT OF COMMISSIONER TO<br/>         STRATEGIC PLANNING COMMITTEE</b>  |
| 13.             | <b>OPPORTUNITY FOR GENERAL PUBLIC COMMENTS</b>  |
| 14.             | <b>COMMISSIONER QUESTIONS &amp; COMMENTS</b>  |
| 15.             | <b>OTHER BUSINESS</b>   |
| 16.             | <b>ADJOURNMENT</b>  |

**PERSONNEL, PENSION AND INSURANCE COMMITTEE  
CHANGES TO BENEFITS AND CONDITIONS OF EMPLOYMENT FOR  
EXEMPT & EXCLUDED EMPLOYEES**

To: District Board

February 5, 2018

From: Personnel, Pension and Insurance Committee

Staff has been considering options to decrease, or at least hold steady, future employment costs. Staff recommends that the following modifications regarding pension contributions, OPEB contributions and health insurance benefits be implemented for new Exempt and Excluded employees hired after March 1, 2018.

As detailed below, staff also recommends the following proposed modifications for existing Exempt and Excluded employees: continuing the existing moratorium on classification review requests, overtime pay change and offering existing employees the ability to select a Health Savings Account.

Similar elements have been proposed to all three of the bargaining units.

For New Exempt and Excluded Employees hired after March 1, 2018:

- A. Pension contribution to 7.5% of regular compensation;
- B. OPEB (Other Post-Retirement Benefits) contribution of 1.5% of regular compensation;
- C. There shall be a moratorium for initiating Classification Review Requests continued indefinitely;
- D. All new Exempt and Excluded employees eligible for overtime must work forty hours in the week of assigned overtime in order to be eligible for the time and one-half overtime premium;
- E. No Spousal or Dependent medical/dental coverage upon retirement;
- F. New employees will be enrolled in a Health Savings Account ("HSA") and will contribute 16% of the Anthem Blue Cross Blue Shield Allocation Rate ("Allocation Rate"). Limited to the first three years of employment, the District will contribute \$1,000 annually for single and \$ 2,000 annually for family coverages. Any such contribution shall be terminated upon retirement. During retirement, the new retiree's contribution percentage will be frozen at the date of retirement, but that the frozen contribution percentage will be applied to the Allocation Rate as adjusted annually for the retiree's lifetime.
- G. As these new employees retire and attain Medicare eligibility, there will be no reimbursement for Medicare Part B by the District;
- H. These new employees shall not receive any pre-retirement pay-out of the "up to 50 days of Sick Leave and/or Vacation" time ;