

PERSONNEL, PENSION AND INSURANCE COMMITTEE
The Metropolitan District
231 Brainard Road, Hartford
Monday, July 13, 2015

Present: Commissioners Donald Currey, Timothy Curtis, Joseph Klett, Maureen Magnan, J. Lawrence Price, Albert F. Reichin, Pasquale J. Salemi, Raymond Sweezy, Alvin E. Taylor and District Chairman William A. DiBella (10)

Absent: Commissioners Daniel Camilliere (1)

Also

Present: Scott W. Jellison, Chief Executive Officer
John M. Zinzarella, Deputy CEO, Business Services
Christopher R. Stone, Assistant District Counsel
John S. Mirtle, District Clerk
Sue Negrelli, Director of Engineering
Erin Ryan, Director of Human Resources
Robert Schwarm, Director of Information Technology
Kelly Shane, Director of Procurement
Rob Constable, Director of Finance
Stanley Pokora, Manager of Treasury
Robert Zaik, Manager of Labor Relations
Kerry E. Martin, Assistant to the Chief Executive Officer
Cynthia A. Nadolny, Executive Assistant

CALL TO ORDER

Chairman Taylor called the meeting to order at 4:04 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MINUTES

On motion made by Commissioner Reichin and duly seconded, the meeting minutes of June 29, 2015 were approved.

Commissioner Curtis entered the meeting at 4:16PM

EXECUTIVE SESSION

At 4:06 P.M., Chairman Taylor requested an executive session to discuss the ratification of collective bargaining agreements for Local 184, ratification of collective bargaining agreements for Local 1026 and negotiations with Local 3713.

On motion made by Commissioner Price and duly seconded, the Personnel, Pension & Insurance Committee entered into executive session to discuss ratification of collective bargaining agreements for Local 184, ratification of collective bargaining agreements for Local 1026 and negotiations with Local 3713.

Those in attendance during the executive session:

Commissioners Donald Currey, Timothy Curtis, Joseph Klett, Maureen Magnan, J. Lawrence Price, Albert F. Reichin, Pasquale J. Salemi, Raymond Sweezy, Alvin E. Taylor and District Chairman William A. DiBella; Attorney Christopher R. Stone; Scott Jellison and John Zinzarella; Erin Ryan and Bob Zaik.

RECONVENE

At 4:48 P.M., Chairman Taylor requested to come out of executive session and on motion made by Commissioner Reichin and duly seconded, the Committee came out of executive session and reconvened. No formal action was taken.

RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS – LOCAL 184

TO: Personnel, Pension and Insurance Committee for consideration on July 13, 2015.

The management negotiation team started contract negotiations with all three of the affiliated units of COUNCIL 4, AFSCME, in Fall of 2014. Attached is the tentative agreement reached with Local 184. Local 184, as the largest bargaining unit, represents the operational and maintenance employees.

The key elements of this tentative agreement with Local 184 include:

- Medical Premium Share increases to 15% of Cost for existing employees with a proviso for new employees contributing three per cent higher than existing employees;
- Elimination and combination of key job titles to facilitate a more generic approach – the action will provide ease in assignments while saving overtime monies;
- Four year term (January 1, 2015, through December 31, 2018);
- Greater OPEB contributions for new employees, increasing from 0.5% to 1.0%;

- Greater pension contributions for new employees, increasing from 5% to 7%;
- New employees must attain 10 years of service in order to be eligible for retiree medical;
- Prospect of contract re-opener (benefits and wages) to address Excise Tax (affordable Health Care Act) in 2017;
- Pension moratorium until December 31, 2020;
- All pending grievances and prohibitive practice complaints shall be withdrawn with prejudice;
- Moratorium on reclassification requests through term of contract;
- General wage increase of 2.5% for each of the four contract years, retroactive to January 1, 2015; and
- Unilateral right to contract grass cutting in parks and at pump stations;

The bargaining unit has already voted to accept the tentative contract settlement agreement.

Staff and the negotiating committee is recommending that the contract settlement agreement be approved.

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

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Chief Executive Officer be authorized to execute a Collective Bargaining Agreement with Local 184, AFSCME, and specifically to apply the terms of the contract settlement agreement reached on May 19, 2015.

Respectfully submitted,

Scott W. Jellison
Chief Executive Officer

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

RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS – LOCAL 1026

TO: Personnel, Pension and Insurance Committee for consideration on July 13, 2015.

The management negotiation team started contract negotiations with all three of the affiliated units of COUNCIL 4, AFSCME, in Fall of 2014. Attached is the tentative agreement reached with Local 1026. Local 184, as the largest bargaining unit, represents the operational and maintenance employees.

The key elements of this tentative agreement with Local 184 include:

- Medical Premium Share increases to 15% of Cost for existing employees with a proviso for new employees contributing three per cent higher than existing employees;
- Elimination and combination of various job titles;
- Four year term (January 1, 2015, through December 31, 2018);
- Greater OPEB contributions for new employees, increasing from 0.5% to 1.0%;
- Greater pension contributions for new employees, increasing from 5% to 7%;
- New employees must attain 10 years of service in order to be eligible for retiree medical;
- Prospect of contract re-opener (benefits and wages) to address Excise Tax (affordable Health Care Act) in 2017;
- Pension moratorium until December 31, 2020;
- All pending grievances and prohibitive practice complaints shall be withdrawn with prejudice;
- Moratorium on reclassification requests through term of contract; and
- General wage increase of 2.5% for each of the four contract years, retroactive to January 1, 2015.

The bargaining unit has already voted to accept the tentative contract settlement agreement.

Staff and the negotiating committee is recommending that the contract settlement agreement be approved.

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

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the Chief Executive Officer be authorized to execute a Collective Bargaining Agreement with Local 184, AFSCME, and specifically to apply the terms of the contract settlement agreement reached on May 19, 2015.

Respectfully submitted,

Scott W. Jellison
Chief Executive Officer

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

STAFF UPDATE ON NEGOTIATIONS WITH LOCAL 3713 SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

The Personnel, Pension & Insurance Committee discussed the collective bargaining agreement negotiations with Local 3713 during the abovementioned executive session.

CHANGES TO EXEMPT & EXCLUDED EMPLOYEES' WAGES AND BENEFITS

TO: Personnel, Pension and Insurance Committee for consideration on July 13, 2015

The management negotiation team has entered into tentative agreements with two of the MDC's three collective bargaining units – Local 184 and Local 1026 of AFSCME Council 4. Those agreements, previously approved by the members of these collective bargaining units, have been or will be presented to the Board for consideration, approval or rejection. Consistent with longstanding practice, the financial terms of collective bargaining agreements are customarily and similarly provided to exempt and excluded employees (to include unclassified employees). Provided the MDC Board of Commissioners approves the tentative agreements with Locals 184 and 1026, and specifically reserving the right to make further changes in the terms and conditions of employment of exempt and excluded employees, staff recommends adoption of the following resolution relating to the wages and benefits of exempt and excluded employees:

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

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the wages and benefits for exempt and excluded employees be modified as follows:

1. Subject to future changes in medical benefits or costs with the MDC's collective bargaining units, the medical benefits for all E&E employees shall remain intact with no changes save for the Premium Share Adjustments detailed below:

<u>Existing E&E Employees:</u>	<u>Premium Share Participation:</u>
January 1, 2015 through October 3, 2015	12% of Cost;
October 4, 2015 through December 31, 2016	14% of Cost; and
January 1, 2017 through December 31, 2018	15% of Cost;

<u>New E&E Employees Hired after Oct 4, 2015</u>	<u>Premium Share Participation:</u>
October 4, 2015 through December 31, 2016	17% of Cost; and
January 1, 2017, through December 31, 2018	18% of Cost

For those E&E employees who smoke the Premium Share Participation shall be 3% higher than that specified above for the applicable timeframes.

2. New E&E employees hired after October 4, 2015 shall contribute 7% of regular earnings for Pension benefits. Existing E&E employees shall continue to contribute 5% of regular earnings for Pension benefits.
3. Existing E&E employee shall continue to contribute .5% (one half per cent) of regular earnings into an OPEB (Other Post-Employment Benefits) fund.
4. General Wage Adjustments shall be applied as follows:

December 28, 2014 2.5% Schedule Adjustment;
(Retroactive for all E&E employees on the active payroll as of the date of passage of this resolution and provided the MDC Board of Commissioners approves the tentative agreements with Locals 184 and 1026)
December 27, 2015 2.5% Schedule Adjustment;
January 1, 2017 2.5% Schedule Adjustment; and
December 31, 2017 2.5% Schedule Adjustment.
5. New E&E employees hired after October 4, 2015 shall contribute 1.0% (one per cent) of regular earnings into an OPEB (Other Post-Employment Benefits) fund.
6. New E&E employees hired after October 4, 2015 must attain 10 years of service in order to be eligible for retiree medical.
7. Moratorium on reclassification requests through January 1, 2019.

Respectfully Submitted,

Scott W. Jellison
Chief Executive Officer

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

CHANGES TO EXEMPT & EXCLUDED EMPLOYEES' PAID TIME OFF BENEFITS

TO: Personnel, Pension and Insurance Committee for consideration on July 13, 2015.

In order to create a contemporary benefits package necessary to attract, recruit, and retain professional employees in Exempt and Excluded and unclassified positions, the management team is recommending the following changes to the paid time off and benefits package offered to Exempt and Excluded and unclassified employees:

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

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

RESOLVED: That the paid time off and benefits package for Exempt and Excluded and unclassified employees be modified as follows:

1. Sick Time

- a. Effective July 30, 2015, all existing E&E sick time bank balances will be frozen; employees will be able to access this time only for the 25% payout upon retirement or leaving the District after ten (10) years of service.
- b. Effective August 1, 2015, E&E and unclassified employees will no longer accrue one and one quarter (1.25) sick days per month.
- c. E&E and unclassified employees will be loaded eight (8) sick days on January 1 of each year. These days can be rolled from year to year, to a maximum of forty (40) accrued days. These days are not eligible for payout upon retirement or leaving the District.
- d. Because the policy is taking effect mid-year, all E&E and unclassified employees' time banks will be loaded with five (5) sick days on August 1, 2015.
- e. New employees who start after January 1 will be loaded four (4) hours of sick time for each full month they will work in that calendar year.
- f. Upon exhaustion of his/her sick time, an employee, with proper medical validation, may petition Human Resources, with an appeal to Legal, for an additional five (5) days of sick time in a calendar year.

2. Short-term and Long-term Disability Insurance

- a. The District will provide E&E and unclassified employees with employer-paid short-term disability insurance.
 - i. This benefit provides an employee with sixty percent (60%) of his or her salary, to a maximum of three thousand dollars (\$3,000) per week, for the duration of the disabling injury or illness, to a maximum of twelve (12) weeks.

- ii. This benefit becomes effective on the eighth (8th) calendar day after the onset of the injury or illness.
 - b. The District will provide E&E and unclassified employees with employer-paid long-term disability insurance.
 - i. This benefit provides an employee with fifty percent (50%) of his or her salary, to a maximum of thirteen thousand dollars (\$13,000) per month.
 - ii. This benefit commences on the ninetieth (90th) day after the onset of the injury or illness.
 - iii. This duration of the benefit is contingent upon the age of the employee, the type of illness or injury (with limitations for disability due to substance abuse) and the potential for future employment opportunities.
3. Vacation Time
 - a. New E&E and unclassified employees hired after January 1 will receive six (6) hours of vacation time for each full month they will work in that calendar year.
 - b. The new hire will be eligible for ten (10) vacation days to be loaded into his or her time bank balance on January 1 of the next year.
4. Inclement Weather Days
 - a. E&E and unclassified employees will be loaded three (3) days on January 1 to be used for inclement weather.
 - b. Because the policy is taking effect mid-year, E&E and unclassified employees will receive one (1) inclement weather day on August 1, 2015.
 - c. These days cannot be rolled from year to year and are not eligible for payout upon leaving the District.
5. Parental Leave
 - a. Maternity Leave
 - i. In order to provide a paid maternity leave, the District will pay the birth mother employee 100% of her salary for the remaining balance of the twelve (12) week Family Medical Leave after she exhausts her short-term disability insurance.
 - ii. After exhausting the twelve (12) week Family Medical Leave, the birth mother employee will have the option of taking up to an additional twelve (12) weeks of unpaid time to stay at home to care for the child.
 - b. Parental Leave
 - i. Upon the birth of a child, the placement of a foster child, or adoption, the non-birth parent employee will be eligible for ten (10) days of paid parental leave.
6. Spousal Buyout for Health Insurance

- a. If an employee is covering his/her spouse with District health insurance, but the spouse is eligible for insurance through his/her own employer, the District will pay the employee one thousand dollars (\$1,000) in four (4) quarterly installments of two hundred and fifty dollars (\$250), if the spouse elects to take his/her own employer's health insurance.
 - b. This plan will take effect January 1, 2016, and the employee must drop his/her eligible dependent spouse during open enrollment to participate.
7. Work from Home Policy
- a. E&E and unclassified employees may, ~~at the sole discretion of their supervisors~~ **subject to approval by the Director of Human Resources.** request to work from home under specific circumstances, such as inclement weather or family illness.
 - b. Requests must be pre-approved and employee must sign the work from home policy to participate in the program.
 - c. The program may be terminated at any time, at the sole discretion of the District management team.

Respectfully Submitted,

Scott W. Jellison
Chief Executive Officer

Commissioner Currey made a motion to amend the resolution which was duly seconded. The amendments to the resolution are reflected above.

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

OWNER CONTROLLED INSURANCE PROGRAM

The Personnel, Pension and Insurance Committee discussed the owner controlled insurance program.

ADJOURNMENT

The meeting was adjourned at 5:15 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved