

**PERSONNEL, PENSION AND INSURANCE COMMITTEE
REGULAR MEETING
The Metropolitan District
555 Main Street, Hartford
Monday, July 29, 2024**

Present: Commissioners John Avedisian, David Drake, Bhupen Patel, Pasquale Salemi, Alvin Taylor, James Woulfe and District Chairman Donald Currey (7)

Remote

Attendance: Commissioners Dimple Desai, Byron Lester and David Steuber (3)

Absent: Commissioners Joan Gentile and Maureen Magnan (2)

Also

Present: Commissioner Andrew Adil (Remote Attendance)
Commissioner William A. DiBella
Commissioner Jean Holloway
Commissioner Allen Hoffman
Commissioner Jacqueline Mandycyk
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer (Remote Attendance)
Jamie Harlow, Director of Human Services
David Ruttly, Director of Operations
Robert Schwarm, Director of Information Systems (Remote Attendance)
Thomas Tyler, Director of Facilities
Lisa Madison, Manager of Procurement
Diana Phay, Treasury Manager (Remote Attendance)
Rita Kelley, Equal Employment Opportunity Compliance Officer
Carrie Blardo, Assistant to the Chief Executive Officer (Remote Attendance)
Victoria Escoriza, Executive Assistant
Amanda Litvak, IT Professional Level Associate (Remote Attendance)
Jacob Aviles, IT Consultant (Remote Attendance)

CALL TO ORDER

Chairman Taylor called the meeting to order at 12:03 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

Judy Allen, West Hartford resident spoke regarding agenda item #4, "Approval of Amazing Workplace, Inc. for Employee Climate Study". She believes that

Commissioners should not be involved with the study in any manner, but should be able to see the final results. She thinks that the resolution should make clear who the MDC point-of-contact will be.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Drake and duly seconded, the meeting minutes of July 24, 2024 and July 2, 2024 were approved.

APPROVAL OF AMAZING WORKPLACE, INC. FOR EMPLOYEE CLIMATE SURVEY

To: Personnel, Pension and Insurance Committee for consideration on July 29, 2024

At the December 4, 2023 District Board meeting, the Board approved \$50,000 in the 2024 Budget for an employee climate study. In early 2024, the Personnel, Pension & Insurance Committee developed a Request for Information for industry information on technology for conducting employee climate surveys. The Request for Information was issued on May 3, 2024 and one respondent submitted information by the June 4, 2024 deadline. On July 2, 2024, the Personnel, Pension & Insurance Committee interviewed the respondent, Amazing Workplace Inc., and requested a quote to complete an employee climate study for the District. Amazing Workplace Inc. provided the enclosed service quote for unlimited employee climate surveys and unlimited users on its platform for an annual charge of \$24,000.

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 Staff shall execute a sales order with Amazing Workplace Inc. for a 1 year subscription for Amazing Workplace Inc's Employee Happiness Management System software as a service to administer a District employee climate study.

Respectfully Submitted,



John S. Mirtle
District Clerk

Commissioner Patel made a motion to approve the resolution, and the motion was duly seconded.

District Chairman Currey made a motion to table agenda item #4 "Approval of Amazing Workplace, Inc. for Employee Climate Study" until the Personnel, Pension and Insurance Committee meeting on August 26th. The motion passed unanimously.

EMPLOYEE MEDICAL INSURANCE OPT-OUT

TO: Personnel, Pension and Insurance Committee for consideration on July 29, 2024

In 2015 & 2016, the Personnel, Pension and Insurance Committee and District Board approved annual payment of \$1,000 to Exempt and Excluded employees per employee/spouse that opts-out of the District's medical insurance coverage:

- a. If an employee's spouse is eligible to be covered by the District medical insurance but that spouse is also eligible for insurance coverage through his/her own employer, the District will pay the 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 and forego coverage under the District's medical insurance.
- b. If an employee is eligible for insurance through his/her spouse's employer, the District will pay the employee an additional one-thousand dollars (\$1,000) in four (4) quarterly installments of two hundred and fifty dollar (\$250). If the employee elects to take his/her spouse's employer's medical insurance. The employee is eligible for the \$1,000 payment for each year s/he elects not to participate in District medical Insurance.

After discussions with the District's Collective Bargaining Units, staff recommends extending the Medical Insurance Opt-Out Program currently available only to Exempt and Excluded employees to two of the three Unions that have expressed interest. Staff proposes that the Medical Insurance Opt-Out Program be amended to include Local 3713 and Local 1026 and that the following amendments to the current language be adopted for Exempt and Excluded, Local 3713 and Local 1026 participants.

- Employee Opt-Out: District employees who waive the District's medical insurance plan due to enrollment in comprehensive group medical coverage, outside of the District's group medical coverage, shall receive up to one thousand dollars (\$1,000) net of taxes per year, paid in equal installments of two hundred fifty dollars (\$250) net of taxes per quarter.
- Spouse Opt-Out: District employees who waive spousal coverage under the District's medical insurance plan due to their spouse's enrollment in comprehensive group medical coverage, outside of the District's group medical coverage, shall receive up to one thousand dollars (\$1,000) net of taxes per year, paid in equal installments of two hundred fifty dollars (\$250) net of taxes per quarter.
- To be eligible for such payments:
 - Employee must be on the active payroll of the District at the time of payment.
 - The employee must provide proof of comprehensive group medical coverage through an employer or other entity that covers all individuals in a group. Individual medical insurance purchased on an individual or

family basis, or any enrollment in the District's group medical insurance plan, does not qualify.

- Spousal waiver is subject to verification of spousal eligibility.
- The employee must adhere to qualifying event rules, where applicable.

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 foregoing modifications to the Medical Insurance Opt-Out Program be adopted.

Respectfully Submitted,



John S. Mirtle
District Clerk

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

DISCUSSION RE: RETENTION OF OUTSIDE LABOR COUNSEL

A discussion was held by the Personnel, Pension and Insurance Committee regarding retaining outside labor counsel for negotiating upper management employment contracts.

HISTORY OF RETIREE PENSION COST OF LIVING ADJUSTMENTS

Without objection, District Chairman Currey made a motion to postpone this agenda item until the next meeting.

PRIOR MONTH'S RETIREMENTS, RESIGNATIONS, TERMINATIONS INCLUDING EMPLOYEE'S YEARS OF SERVICE, GENDER, RACE & CLASSIFICATION

Jamie Harlow, Director of Human Resources, provided a report on the prior month's retirements, resignations and terminations.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

Judy Allen, West Hartford resident spoke regarding the climate study. She stated that a company will not give the contents of their surveys.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Patel asked questions regarding the headcount of employees shown in the materials provided by HR.

ADJOURNMENT

The meeting was adjourned at 5:29 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved