

**THE METROPOLITAN DISTRICT COMMISSION**

555 Main Street  
Hartford, Connecticut 06103  
Monday, June 4, 2018

**Present:** Commissioners John Avedisian, Clifford Avery Buell, Daniel Camilliere, Donald M. Currey, Peter Gardow, Denise Hall, Allen Hoffman, David Ionno, Kathleen J. Kowalyshyn, Maureen Magnan, Alphonse Marotta, Domenic M. Pane, Bhupen Patel, Pasquale J. Salemi, Michael Solomonides, Raymond Sweezy, Alvin Taylor, Michael Torres and Richard W. Vicino (19)

**Absent:** Commissioners Andrew Adil, Luis Caban, Mary Anne Charron, William A. DiBella, Timothy J. Fitzgerald, Matthew B. Galligan, James Healy, Jean Holloway, Sandra Johnson, Gary LeBeau, Byron Lester, Whit Osgood and New Britain Special Representative Michael Carrier (13)

**Also**

**Present:** Citizen Member Ronald Angelo  
Scott W. Jellison, Chief Executive Officer  
John M. Zinzarella, Deputy Chief Executive Officer, Business Services  
R. Bartley Halloran, District Counsel  
Brendan Fox, Assistant District Counsel  
Christopher Stone, Assistant District Counsel  
John S. Mirtle, District Clerk  
Christopher Levesque, Director of Operations  
Sue Negrelli, Director of Engineering  
Kelly Shane, Director of Procurement  
Robert Schwarm, Director of Information Technology  
Tom Tyler, Director of Facilities  
Robert Zaik, Director of Human Resources  
Marcy Wright-Bolling, Manager of Human Resources  
Kerry E. Martin, Assistant to the Chief Executive Officer  
Carrie Blardo, Assistant to the Chief Operating Officer  
Victoria S. Escoriza, Executive Assistant  
David Silverstone, Consumer Advocate

**CALL TO ORDER**

The meeting was called to order by Vice Chairwoman Magnan at 5:44 PM

**SWEARING IN NEW COMMISSIONER**

The District Clerk swore in Commissioner Michael Torres.

**ROLL CALL AND QUORUM**

The District Clerk called the roll and informed Vice Chairwoman Magnan that a quorum of the Commission was present, and the meeting was declared a legal meeting of the District Board of The Metropolitan District of Hartford County, Connecticut.

### **PLEDGE OF ALLEGIANCE**

Those in attendance stood and recited the Pledge of Allegiance.

### **PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS**

No one from the public appeared to be heard.

### **APPROVAL OF MINUTES**

*On motion made by Commissioner Camilliere and duly seconded, the meeting minutes of May 7, 2018 were approved.*

### **REPORT FROM DISTRICT CHAIRMAN**

This agenda item was passed.

### **REPORT FROM CHIEF EXECUTIVE OFFICER**

Scott W. Jellison presented the Chief Executive Officer's Report and recognized Steve Pratt, Manager of Laboratory Services, for being presented with the 2018 George Warren Fuller Award by the Connecticut Section of the American Water Works Association (CTAWWA).

### **REPORT FROM DISTRICT COUNSEL**

R. Bartley Halloran delivered the District Counsel's Report.

### **REPORT ON HARTFORD LEVEE**

Fred Johnson and John McGrane of GEI gave a presentation regarding the Hartford levee.

*Commissioner Kowalyshyn exited the meeting at 7:01PM*

*Commissioner Currey exited the meeting at 7:05PM*

***Commissioner Marotta exited the meeting at 7:27 PM***

**BOARD OF FINANCE  
REALLOCATION OF GENERAL OBLIGATION BONDS**

From: Board of Finance

To: District Board

June 4, 2018

Staff is seeking authority for the District to reallocate proceeds from: (i) the District's \$36,215,000 General Obligation Bonds, Issue of 2015, Series B from the capital improvement projects set forth on **Exhibit A** attached to those capital improvement projects set forth on **Exhibit A**; (ii) the District's \$33,025,000 General Obligation Bonds, Issue of 2016, Series A from the capital improvement projects set forth on **Exhibit A** attached to those capital improvement projects set forth on **Exhibit A**; (iii) the District's \$108,315,000 General Obligation Bonds, Issue of 2016, Series C from the capital improvement projects set forth on **Exhibit A** attached to those capital improvement projects set forth on **Exhibit A**; (iv) the District's \$120,000,000 General Obligation Bond Anticipation Notes, Series B, dated August 2, 2017 from the capital improvement projects set forth on **Exhibit A** attached to those capital improvement projects set forth on **Exhibit A**.

At a meeting of the Board of Finance held on June 4, 2018 it was:

**Voted:** That the Board of Finance recommends to the District Board passage of the following resolution:

**RESOLUTION AUTHORIZING THE REALLOCATION OF PROCEEDS FROM  
GENERAL OBLIGATION BONDS AND GENERAL OBLIGATION BOND  
ANTICIPATION NOTES OF THE METROPOLITAN DISTRICT**

Proceeds from (i) the District's \$36,215,000 General Obligation Bonds, Issue of 2015, Series B; (ii) the District's \$33,025,000 General Obligation Bonds, Issue of 2016, Series A; (iii) the District's \$108,315,000 General Obligation Bonds, Issue of 2016, Series C; (iv) \$120,000,000 General Obligation Bond Anticipation Notes, Series B, dated August 2, 2017; are hereby reallocated from the capital improvement projects set forth on **Exhibit A** attached to those capital improvement projects set forth on **Exhibit A**.

Respectfully submitted,

John S. Mirtle, Esq.  
District Clerk

**EXHIBIT A****\$36,215,000 General Obligation Bonds, Issue of 2015, Series B**

From:	2014 Orchard Street Water Pump Station, Glastonbury	(94,000)
	2014 Wethersfield Water Pump Station, Wethersfield	(7,000)
To:	2014 Phelps Brook Dam and East Dike Rehabilitation Project	101,000
From:	2014 Orchard Street Water Pump Station, Glastonbury	(85,000)
	2014 Wethersfield Water Pump Station, Wethersfield	(6,000)
To:	2014 Phelps Brook Dam and East Dike Rehabilitation Project	91,000

**\$33,025,000 General Obligation Bonds, Issue of 2016, Series A**

From:	2014 Water Main Replacement Oakwood Avenue, West Hartford	(45,000)
To:	2014 Phelps Brook Dam and East Dike Rehabilitation Project	45,000

**\$108,315,000 General Obligation Bonds, Issue of 2016, Series C**

From:	2014 Hartford WPCF DAFT Sludge Equalization Design	(724,000)
To:	2015 WPC Equipment & Facilities Improvements	724,000
From:	2007 Wastewater Treatment Facility Improvements	(135,000)
	2008 WPC Infrastructure Replacements and Improvements	(25,000)
To:	2014 Pump Station Upgrades – Burnside Avenue, East Hartford	160,000
From:	2014 Hartford WPCF Sludge Mixing Tank, Sludge Screening, GT & RSRF Upgrades	(384,000)
To:	2015 General Purpose Sewer	384,000

From:	2010 WPC Electrical Systems Modernization Program	(3,000)
	2012 Hartford WPC Solids Handling & Processing	(17,000)
To:	2011 WPC Electronic Development	20,000
From:	2013 HWPCF Cake Storage & Gravity Thickener System	(181,000)
To:	2014 Wastewater Pump Station Improvements	181,000
From:	2011 Water Main Replacement - Hamilton Street and Park Terrace, Hartford, Phase II	(4,000)
To:	2010 Hydraulic Computer Modeling	4,000
From:	2014 Hartford WPCF DAFT Sludge Equalization Design	(35,000)
To:	2015 WPC Equipment & Facilities Improvements	35,000
	<b>\$120,000,000 General Obligation Bond Anticipation Notes, Series B dated August 3, 2017</b>	
From:	2017 Construction Services	(602,000)
To:	2018 Construction Services	602,000
From:	2017 Survey & Construction	(690,000)
To:	2018 Survey & Construction	690,000
From:	2017 Business Transformation	(1,940,000)
To:	2017 Fleet Equipment Replacement	532,000
	2013 Information Technology - Applications	618,000
	2016 Information Systems I/T Upgrades	790,000
From:	2015 Information Systems - Operational Modules	(1,920,000)

To:	2013 Facilities Improvement Program	11,000
	2011 Security and Supervisory Control and Data Acquisition (SCADA) Communications	54,000
	2012 Facility Improvement Program	57,000
	2011 Headquarter Renovations	76,000
	2013 Information Technology- Hardware	80,000
	2013 Communications Systems Upgrades	155,000
	2018 Fleet and Equipment Replacement	187,000
	2016 Fleet Replacement	201,000
	2011 Facility & Equipment Improvements	208,000
	2017 Engineering Services	215,000
	2015 Administrative Facilities Improvement Program	274,000
	2016 Administrative Facilities Improvement Program	63,000
	2017 Technical Services	339,000
From:	2017 Computerized Management System	(1,000,000)
	2015 Information Systems - Business Transformation SAP Upgrade	(983,000)
	2015 Information Systems - Finance Modules	(730,000)
To:	2018 Technical Services	2,713,000
From:	2017 Administration Facilities and Equipment Improvements	(578,000)
To:	2018 Engineering Services	578,000
From:	2007 Wastewater Treatment Facility Security and Communication Improvements	(141,000)
	2015 Various Sewer Pipe Replacement/Rehab – District Wide	(141,000)
	2014 Various Sewer Pipe Replacement/Rehab – District Wide	(141,000)

	2013 General Purpose Sewer	(141,000)
To:	2009 Capacity Management Operation & Maintenance Compliance Capital Equipment and Staffing	564,000
From:	2014 Sewer Replacement – Packard Street & Daniel Boulevard, Bloomfield	(1,000,000)
	2009 Hartford Odor Control Construction	(119,000)
To:	2017 Sanitary Sewer Rehabilitation Program	1,119,000
From:	2013 West Hartford Inflow/Infiltration Removal –Contract I	(4,800,000)
To:	2018 Construction Services	1,198,000
	2018 Technical Services	87,000
	2018 Engineering Services	1,322,000
	2016 Various Sewer Pipe Replacement/Rehab – District Wide	139,000
	2012 East Hartford WPC Waste Water Screening Installation	190,000
	2017 Paving Program and Restoration (Sewer)	303,000
	2017 Various Sewer Segment Replacement/Rehabilitation Program	770,000
	2018 Sewer Rehabilitation Program	791,000
From:	2013 Sewer Gate Replacement Program District-wide	(3,600,000)
To:	2018 Survey & Construction	2,530,000
	2014 Various Transmission Main Design & Construction	46,000
	2014 General Purpose Sewer	352,000
	2015 General Purpose Sewer	672,000
From:	2014 Various Sewer Pipe Replacement/Rehab – District Wide	(1,330,000)
To:	2013 Rocky Hill Interceptor – Relief Sewer/Capacity Improvements 2017 Wastewater Pump Station Upgrades	33,000

	36,000
2011 Sewer Pump Station Improvement Program	40,000
2016 Hartford WPCF - Air Permit Compliance Upgrades	95,000
2015 WPC Equipment & Facilities Improvements	363,000
2012 Sewer Replacement - Montclair Drive, West Hartford	763,000
From: 2012 Sanitary Sewer Replacements District-Wide	(969,000)
To: 2012 General Purpose Sewer	19,000
2014 Hartford WPCF West Primary Settling Tanks	24,000
2011 WPC Renewal & Replacements	53,000
2013 Water Treatment Facilities Upgrades	54,000
2014 Renewable Energy Projects – Water Facilities	5,000
2015 Renewable Energy Projects – Water Facilities	58,000
2015 WMR Bond Street Area, Hartford	64,000
2017 Hydrant Replacement Program	67,000
2015 WPC Plant Infrastructure Renewal and Replacements	70,000
2009 Water Treatment Facility Improvements	73,000
2014 Backwater Valve Program	75,000
2012 Sewer Rehabilitation Program	77,000
2016 General Purpose Water Program	79,000
2012 WPC Renewal and Replacements	80,000
2015 Water Supply Generators	83,000
2015 Sanitary Sewer Easements Acquisitions & Improvements	88,000
From: 2007 Wastewater Treatment Facility Improvements	(38,000)



To:	2015 Paving Program (Sewer)	18,000
	2010 Water Treatment Facility Upgrade Program	20,000
From:	2015 CCTV Generated Sewer Contracts	(522,000)
To:	2014 Pump Station Replacement – Rainbow Trunk, Windsor	8,000
	2012 Sewer Replacement - Woodland Avenue and Peters Road, Bloomfield	22,000
	2015 East Hartford WPCF Compressor, DO Control & SCADA Upgrades	24,000
	2011 West Hartford Water Treatment Facility North Storage Tank Installation	25,000
	2012 WPC Equipment & Facilities Refurbishment	25,000
	2011 WPC Electronic Development	25,000
	2012 Backwater Valve Program	26,000
	2010 Dam Safety Improvements - Res #2	27,000
	2015 WMR Buckingham Street Area, Hartford	27,000
	2014 Pump Station Upgrades – Burnside Avenue, East Hartford	35,000
	2014 Simsbury Road Water Pump Station, Bloomfield	36,000
	2014 WPC Equipment & Facilities Refurbishment	45,000
	2012 Information Technology Security Improvements	48,000
	2015 Sewer Rehabilitation Program	48,000
	2015 Poquonock WPCF Primary & Secondary Tanks	49,000
	2014 Levee Protection System Improvements, East Hartford and Hartford	52,000
From:	2010 WPC Electrical Systems Modernization Program	(701,000)
	2014 Hartford WPCF Sludge Mixing Tank, Sludge Screening, GT & RSRF Upgrades	(344,000)
	2008 WPC Infrastructure Replacements and Improvements	(242,000)
	2015 Hartford WPCF SPB Electrical Upgrades (SPB Solids)	

	(230,000)
2009 Water Pollution Control Infrastructure Replacements and Improvements	(211,000)
2013 WPC SCADA Upgrades	(173,000)
2012 Hartford WPC Solids Handling & Processing	(132,000)
2013 General Purpose Sewer	(193,000)
To: 2018 Water Main Replacement Program	2,226,000
From: 2014 Transmission Main Extension – Newington	(2,633,000)
To: 2013 Paving Program (Water)	362,000
2014 Kilkenny Water	2,271,000
From: 2014 Orchard Street Water Pump Station, Glastonbury	(2,000,000)
To: 2010 Dam Safety - Nepaug, Phelps Brook, East Dike	49,000
2018 Radio Frequency Automated Meter Reading Program	236,000
2016 WMR Simmons Road Area, East Hartford	411,000
2015 Puddletown Booster Water Pump Station, New Hartford	432,000
2017 Paving Program and Restoration (Water)	872,000
From: 2014 Water Main Replacement – Wethersfield	(135,000)
2011 Dam Safety Improvements - Res #6	(4,000)
2008 Water Supply Facility Improvements	(2,000)
To: 2014 Kilkenny Water	141,000
From: 2012 Standpipe & Above Grade Storage Tank Projects	(385,000)
To: 2014 Water Treatment Facilities Upgrades	31,000
2011 Water Supply Facility and Watershed Land Improvements	111,000

	2017 General Purpose Water Program	115,000
	2014 Phelps Brook Dam and East Dike Rehabilitation Project	128,000
From:	2014 General Purpose Water Program	(824,000)
To:	2015 Water Treatment Facilities Upgrades	108,000
	2017 Radio Frequency Automated Meter Reading Program	333,000
	2012 Radio Frequency Automated Meter Reading	383,000
From:	2015 Water Main Replacement - Cottage Grove Road, Bloomfield	(679,000)
To:	2011 Water Main Replacement - Longview Drive, Talcottview and Pheasant Lane, Bloomfield	113,000
	2012 Water Treatment Facilities Upgrades	198,000
	2010 General Purpose Water	368,000

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

**COMMITTEE ON ORGANIZATION  
APPOINTMENT OF COMMISSIONERS TO COMMITTEES**

To: District Board June 4, 2018

From: Committee on Organization

At a meeting of the Committee on Organization held on June 4, 2018, it was:

**Voted:** That the Committee on Organization recommends to the District Board the appointment of Commissioner Donald Currey to the Board of Finance, and Commissioner Gary D. LeBeau to the Committee on MDC Government.

Respectfully submitted,

John S. Mirtle, Esq.

District Clerk

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

**PERSONNEL, PENSION AND INSURANCE COMMITTEE  
RESOLUTION MODIFYING THE DISTRICT'S  
457(B) PLAN INVESTMENT OPTIONS**

This agenda item was passed.

**PERSONNEL, PENSION AND INSURANCE COMMITTEE  
TENTATIVE CONTRACT SETTLEMENT**

To: District Board

June 4, 2018

From: Personnel, Pension and Insurance Committee

Through efforts coordinated through Commissioner input and guidance, the District reached a tentative contract settlement agreement with all of its affiliated bargaining units on May 4, 2018. The agreement was made subject to the ratification process of each of the bargaining units and the District's governing bodies.

Each of the bargaining units conducted ratification voting through the week of May 14, 2018, with the units conducting a simultaneous count on Friday, May 18, 2018.

The bargaining units provided individual notice to the District to confirm that the unit had voted to accept the tentative agreement.

Staff and legal counsel recommends that the tentative agreement be approved by this Sub-Committee with the recommendation of approval with the full Board of Commissioners.

The significant items of this agreement include:

**For new Employees (hired after June 5, 2018):**

- Pension contribution increased to of 7.5% of regular compensation;
- No Spousal or Dependent medical/dental coverage upon retirement; however, retiree spouse may elect retiree medical/dental coverage

provided said spouse assumes and pays the full cost of such coverage, as may be annually adjusted;

- New employee will be automatically enrolled in Health Savings Account (HSA), with the District providing some of the seed money to assist with the single and family deductibles;
- With new employees who ultimately retire, the District is curtailing the reimbursement for the Medicare Part B;
- At the point of retirement, should these new employees have any optional Life Insurance, the retiree shall pay the cost of coverage but at the group rate in effect, as may be annually adjusted. The cost will be part of the monthly authorized deductions;

**For both existing and new employees:**

- Moratorium on pension negotiation extended to December 31, 2025;
- General Wage Adjustments for each of the four years commiserate with adjustments applied with our Member Towns and surrounding municipalities;
- Allowing existing employees the option to change to the High Deductible Medical Plan;
- The health insurance premium cost share for all employees (including those employees hired on or after October 1, 2015 not covered by a High Deductible Plan (HAS) shall be advanced over the term of the contract to 18%;
- Effective the Sunday following the date of full ratification, as applied to all future retirements, the District shall buy out the base Life Insurance by paying the retiree a lump sum. For these retirees, who decide to continue with their optional insurance, the retiree will be responsible to pay for the full cost at the group rate. \$ 6,000.
- The existing Classification Request moratorium extended to December 31, 2022;
- All employees will pay 1% of regular wages into the OPEB Fund;

At a meeting of the Personnel, Pension and Insurance Committee held on June 4, 2018, it was:

**VOTED:** That the Personnel Pension and Insurance Committee recommends to the District Board that the Chief Executive Officer be authorized to implement the terms of the tentative contract settlement executed with the affiliated bargaining units on May 4, 2018 (copy attached).

**RESOLVED:** That the Board of Commissioners of The Metropolitan District hereby authorizes the Chief Executive Officer to implement the terms of the tentative contract settlement executed with the affiliated bargaining units on May 4, 2018 (copy attached).

Respectfully submitted,

John S. Mirtle, Esq.  
District Clerk

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

Tentative Agreement with Local 184, Local 3713 and Local 1026

As to new employees within any of the bargaining units hired on or after June 5, 2018:

- a. Pension contribution of 7.5% of regular compensation, with the District maintaining the existing defined benefit plan;
- b. No Spousal or Dependent medical/dental coverage upon retirement; however, retiree spouse may elect retiree medical/dental coverage provided said spouse assumes and pays the full cost of such coverage, as may be annually adjusted;
- c. New employee will be enrolled in Health Savings Account (HSA) at 16% premium share. For each year of the contract term, the District will contribute 50% of the minimum annual deductible (presently, said percentage equals \$1,000.00 for individual plans and \$2,000.00 for family plans). Upon retirement, the premium share percentage in effect at date of retirement will be frozen, but that percentage will be applied to the insurance premium as adjusted annually for the retiree's lifetime, and the employer contribution towards the minimum annual deductible will terminate;
- d. The reimbursement by the District for Medicare Part B is terminated;
- e. At the point of retirement, should these new employees have any optional Life Insurance, the retiree shall pay the cost of coverage but at the group rate in effect, as may be annually adjusted. The cost will be part of the monthly authorized deductions;
- f. OPEB (Other Post-Retirement Benefits) contribution of 1.0% of regular compensation.

For contract and pension plan applications (applicable to both existing and new employees):

- a. Moratorium on pension negotiation extended to December 31, 2025;
- b. General Wage Adjustments applied as follows (week-starting dates to be determined):
  - For Year of 2019, effective December 30, 2018 - 3.00%;
  - For Year of 2020, effective December 29, 2019 - 3.00%;
  - For Year of 2021, effective December 27, 2020 - 3.00%; and
  - For Year of 2022, effective December 26, 2021 - 2.50%;
- c. Commencing with the open enrollment period commencing October 1, 2018, existing employees may opt for medical/dental coverage through an HSA, with a first year minimum deductible contribution from the District of \$1,500.00 for individual coverage and \$3,000.00 for family coverage, and thereafter the same contribution as provided new employees noted above. Upon retirement, the

- premium share percentage in effect at date of retirement will be frozen, but that percentage will be applied to the insurance premium as adjusted annually for the retiree's lifetime, and the employer contribution towards the minimum annual deductible will terminate. Any existing employee choosing to participate in an HSA will have a one-time opportunity on or before the second anniversary of their enrollment into the HSA plan to discontinue their participation in the HSA plan. In the event the participating employee exercises this option to discontinue their participation in an HSA, that employee will not be able to return to an HSA thereafter. Retiree spouse/dependent coverages remain as presently exist.
- d. The health insurance premium cost share for all employees (including those employees hired on or after October 1, 2015 not covered by a Health Savings Account shall increase as detailed below:
- |                             |                |                         |
|-----------------------------|----------------|-------------------------|
| Effective December 30, 2018 | 16% of Premium | Smokers 19% of Premium; |
| Effective December 29, 2019 | 17% of Premium | Smokers 20% of Premium; |
| Effective December 27, 2020 | 18% of Premium | Smokers 21% of Premium; |
| Effective December 26, 2021 | 18% of Premium | Smokers 21% of Premium; |
- e. Clarify Section 6.6 of the Collective Bargaining Agreement with Local 184, Section 10.4 of the Collective Agreement with Local 3713 and Section 5.5 of the Collective Agreement with Local 1026 by **eliminating qualifying phrase**, "and other paid time off", with the understanding that the absent employee may access such other paid time off during their absence. Sections would be applied if employee could not return to work within sixty days and who has exhausted the Sick Leave balance;
- f. Section 11.4 of the Collective Bargaining Agreement with Local 184, Section 10.14 of the Collective Bargaining Agreement with Local 3713 and Section 9.5 of the Collective Agreement with Local 1026 are amended to provide that, upon the exhaustion of sick time, unused earned time and vacation time, in that order, shall be converted to sick time and used as the ¼ charge deduction under these sections.
- g. Modify Section 8.1.b of the Collective Agreement with Local 3713 to provide that any and all future cost increase after December 31, 2018, shall be passed to the employees as reflected in the other two Collective Agreements;
- h. Effective the Sunday following the date of full ratification, as applied to all future retirements, the District shall buy out the \$ 5,000 base Life Insurance by paying the retiree \$ 6,000. This money shall be paid to the retiree after retirement and shall not be treated as pensionable earnings for benefit calculation. If the retiree opted for additional insurance at his or her cost, the retiree may maintain that insurance with the consent of the provider and pay the premiums associated therewith directly to the provider;
- i. Classification Request moratorium extended to December 31, 2022;


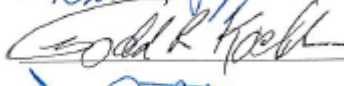



- j. Effective December 30, 2018, for all employees, the OPEB contribution is increased to 1.0% of regular wages.



This tentative agreement is subject to the ratification processes of all of the parties.

All terms and conditions above, agreed to and accepted this 4 day of May, 2018.

For Local 184, AFSCME:

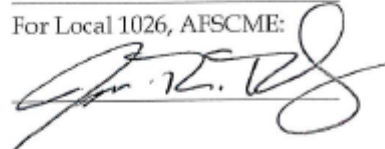

For the Metropolitan District:

For Local 3713, AFSCME:


For Local 1026, AFSCME:

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

To: District Board

June 4, 2018

From: Personnel, Pension and Insurance Committee

Historically, the District has adopted changes to the benefits and conditions of employment for its exempt and excluded (non-union) employees to reflect changes

negotiated with its collective bargaining units. The tentative agreement with Locals 184, 1026 and 3713 was ratified by their respective membership the week of May 14, 2018. As such, staff proposes the following changes be considered, including:

- Effective December 30, 2018, the OPEB (Other Post-Employment Benefits) deduction shall be 1.0% of regular wages for all Exempt and Excluded employees, including those Exempt and Excluded employees hired after March 1, 2018;
- Effective December 30, 2018, there shall be a 3.0% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- Effective December 29, 2019, there shall be a 3.0% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- Effective December 27, 2020, there shall be a 3.0% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- Effective December 26, 2021, there shall be a 2.5% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- For Exempt and Excluded employees not covered by a High Deductible Health Plan, the health insurance premium costs shall increase as follows:
  - Effective December 30, 2018, 16% of Premium, with smokers 19% of Premium;
  - Effective December 29, 2019, 17% of Premium, with smokers 20% of Premium;
  - Effective December 27, 2020, 18% of Premium, with smokers 21% of Premium; and
  - Effective December 26, 2021, 18% of Premium, with smokers 21% of Premium; and
- Commencing with the open enrollment period commencing October 1, 2018, Exempt and Excluded employees hired on or before March 1, 2018 may opt for medical/dental coverage through a High Deductible Health Plan at a premium share of 16% of the Anthem Blue Cross Blue Shield Allocation Rate ("Allocation Rate"), with a first year minimum deductible contribution from the District to the employee's Health Savings Account of \$1,500.00 for individual coverage and \$3,000.00 for family coverage, and thereafter the same contribution as provided to

new employees hired on or after March 1, 2018. Upon retirement, the premium share percentage in effect at date of retirement will be frozen, but that percentage will be applied to the Allocation Rate as adjusted annually for the retiree's lifetime, and the employer contribution towards the minimum annual deductible will terminate. Any existing employee choosing to participate in an HSA will have a one-time opportunity on or before the second anniversary of their enrollment into the HSA plan to discontinue their participation in the HSA plan. In the event the participating employee exercises this option to discontinue their participation in an HSA, that employee will not be able to return to an HSA thereafter.

The changes above are consistent with the benefits and conditions of employment changes ratified by each collective bargaining unit and considered by the Personnel, Pension and Insurance Committee and the MDC Board of Commissioners of even date herewith.

It is noted that Section H of the February 5, 2018 resolution of the District Board relating to the changes to the benefits and conditions of employment for Exempt and Excluded employees provided for the elimination of the pre-retirement payout of up to 50 days of sick/vacation time for new employees hired after March 1, 2018. The agreements with the collective bargaining units retain this benefit, and staff is recommending that this benefit be reinstated for all Exempt and Excluded employees as well.

Otherwise, unless specifically modified above, the changes to the benefits and conditions of employment for Exempt and Excluded employees hired after March 1, 2018 approved by the Personnel, Pension and Insurance Committee and the MDC Board of Commissioners on February 5, 2018 remain in full force and effect.

At a meeting of the Personnel, Pension and Insurance Committee held on June 4, 2018, it was:

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

**RESOLVED:** For all Exempt and Excluded Employees the following changes shall be applied, including:

- Effective December 30, 2018, the OPEB (Other Post-Employment Benefits) deduction shall be 1.0% of regular wages for all Exempt and Excluded employees, including those Exempt and Excluded employees hired after March 1, 2018;

- Effective December 30, 2018, there shall be a 3.0% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- Effective December 29, 2019, there shall be a 3.0% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- Effective December 27, 2020, there shall be a 3.0% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- Effective December 26, 2021, there shall be a 2.5% General Wage Adjustment applied to the classified salary schedule as well as with each of the unclassified employee salaries;
- For Exempt and Excluded employees not covered by the High Deductible Health Plan, the health insurance premium costs shall increase as follows:
  - Effective December 30, 2018, 16% of Premium, with Smokers 19% of Premium;
  - Effective December 29, 2019, 17% of Premium, with Smokers 20% of Premium;
  - Effective December 27, 2020, 18% of Premium, with Smokers 21% of Premium; and
  - Effective December 26, 2021, 18% of Premium, with Smokers 21% of Premium; and
- Commencing with the open enrollment period commencing October 1, 2018, Exempt and Excluded employees hired on or before March 1, 2018 may opt for medical/dental coverage through a High Deductible Health Plan at a premium share of 16% of the Anthem Blue Cross Blue Shield Allocation Rate (“Allocation Rate”), with a first year minimum deductible contribution from the District to the employee’s Health Savings Account of \$1,500.00 for individual coverage and \$3,000.00 for family coverage, and thereafter the same contribution as provided to new employees hired on or after March 1, 2018. Upon retirement, the premium share percentage in effect at date of retirement will be frozen, but that percentage will be applied to the Allocation Rate as adjusted annually for the retiree’s lifetime, and the employer contribution towards the minimum annual deductible will terminate. Any existing employee choosing to participate in an HSA will have a one-time opportunity on or before the second anniversary of their enrollment into the HSA plan to discontinue their participation in the HSA plan. In the event the participating employee exercises this option to discontinue their

participation in an HSA, that employee will not be able to return to an HSA thereafter; and

**BE IT FURTHER RESOLVED**, that Section H of the Board resolution of February 5, 2018 relating to changes to the benefits and conditions of employment for Exempt and Excluded employees is hereby rescinded; and

**BE IT FURTHER RESOLVED**, that unless specifically modified above, the changes to the benefits and conditions of employment for Exempt and Excluded employees hired after March 1, 2018 approved by the Personnel, Pension and Insurance Committee and the MDC Board of Commissioners on February 5, 2018 remain in full force and effect.

Respectfully submitted,

John S. Mirtle, Esq.  
District Clerk

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

**SETTLEMENT OF PENDING LITIGATION  
*JOSE FIGUEROA v. MDC***

To: District Board

June 4, 2018

**BE IT HEREBY RESOLVED**, that pursuant to Section B2f of the By-Laws of The Metropolitan District, the Board of Commissioners of The Metropolitan District hereby authorizes District Counsel, or his designee, to settle the lawsuit captioned *Jose L. Figueroa v. The Metropolitan District*, Docket No. HHD-CV15-6061802, for the total sum of \$15,000.00, subject to the proper execution of any and all documents reasonably necessary to effect said settlement, including but not limited to a general release containing a confidentiality provision from the plaintiff, and formal withdrawal of said action.

Respectfully submitted,

John S. Mirtle, Esq.  
District Clerk

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

**OPPORTUNITY FOR GENERAL PUBLIC COMMENTS**

Nick Alexander from Heat, Light & Water Consulting LLC submitted the following comments:

Nick Alexander, Member, Heat, Light & Water Consulting, LLC.  
5 Morganti Court, Ridgefield, CT 06877  
+305 342 2753  
[nick.alexander@hlwconsulting.com](mailto:nick.alexander@hlwconsulting.com)



Statement to District Board of the MDC, June 4, 2018.

Good evening

This statement will only take 5 minutes. My name is Nick Alexander and I live in Ridgefield, CT. I am here representing only myself as the owner of Heat, Light & Water Consulting.

I want to put a proposal to the Board that I think will, within 3 years, be earning the MDC incremental bottom-line income of at least \$2m per year off of a newly-created asset worth at least \$10m, as well as

- improving Hartford ratepayer satisfaction,
- informing ratepayers of their responsibilities for their buried lines,
- bringing reputational benefits for MDC by solving real problems faced by Hartford homeowners, and
- saving a lot of leaking water.

No 12-month period would be a drain on cash for the District.

I wish to partner with Mr Jellison and his staff to develop a District-owned voluntary warranty program to cover the cost of emergency repairs to service lines and sewer lines on ratepayer-owned land. These repairs are the homeowner's responsibility, often cost thousands of dollars and most Hartford residents would struggle to afford a sudden expense of that magnitude.

Most of the state of CT already has similar programs offered by their utilities - Aquarion customers have the 'Safety Valve' branded program, CT Water customers have the Linebacker program, and New Haven residents have the regional water authority's Pipesafe program. For Linebacker and Pipesafe, customers can pay for their membership of the program on the utility's bill. Hartford residents seeking similar coverage have to today spend well over \$200 for their own insurance from private businesses such as Homeserve.

[www.hlwconsulting.com](http://www.hlwconsulting.com)



I have spent more than a decade in the warranty industry in roles such as CFO, but now am dedicated to helping utilities and municipalities do this themselves to the benefit of all their stakeholders. I believe that District ownership of a program allows for this body to have ultimate authority around pricing, how the program is marketed, use of the brand and the types of repair to be covered in the Hartford area. I have comprehensive knowledge of all business processes in these programs and am as passionate about taking care of the customer as I am for bringing financial benefits to the District.

As a next step, I request that the Board direct myself and MDC executive management to return to the July 9 meeting with a more detailed proposal for a program, including firm timelines and financial projections. I will make no charge for my time used to prepare this proposal.

Should any person here this evening wish to conduct due diligence on me and my credentials, I leave copies of my business card here and details of my website together with copies of this statement, which I am happy to be entered to the official record of this meeting. I will take any questions. Thankyou.

Sincerely,

Nick Alexander, Member, Heat, Light & Water Consulting, LLC.

[www.hlwconsulting.com](http://www.hlwconsulting.com)

### **ADJOURNMENT**

The meeting was adjourned at 7:51 PM

ATTEST:

John S. Mirtle, Esq.  
District Clerk

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Date of Approval