

**WEST HARTFORD TOWN COUNCIL MEETING
NOVEMBER 10, 2015
LEGISLATIVE CHAMBER**

ITEM #1 - MEETING CALLED TO ORDER: 7:36 p.m.

President Slifka: Okay. Call the Council meeting to order and begin with the Pledge of Allegiance.

ITEM #2 - PLEDGE OF ALLEGIANCE

President Slifka: Can we begin with the roll call, please, Ms. Labrot?

ITEM #3 - ROLL CALL: COUNCILORS CASPERSON AND DOAR WERE ABSENT.

President Slifka: Thank you. Can we go to number four, Mrs. Cantor?

ITEM #4 - APPROVAL OF MINUTES: RECEIVED

Councilor Cantor: I move that we approve minutes from Public Hearing, 527 Prospect Avenue.

Councilor Kindall: Second.

President Slifka: Motion's made and seconded. Any discussion? Seeing none. All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. We're up to Public Forum and, Mr. Alair, thank you.

ITEM #5 - PUBLIC FORUM

President Slifka: Nobody signed up. Is there anybody who did not sign up who wished to speak to an item on the agenda this evening? Okay. Seeing none. Then Report from the Town Manager, Mr. Van Winkle.

ITEM #6 - REPORTS OF TOWN MANAGER

Mr. Van Winkle: Thank you, Mr. Mayor. For those of you that might have one of these, a smart phone, you can download an app called "PassportParking" and if you put in the discount code 860860, you'll get an hour of free parking in West Hartford Center. PassportParking lets you not use the kiosk but just merely pull up the app on your phone and tap it and then you can put in the hours you want and if you're sitting there having a second dessert, Pat, you can add time to it. So PassportParking is an effort to put on your smartphone what those kiosks do and allow it to

work much better, so if you download that app and put in that discount code, 860860, you'll get a free hour of parking and then you'll be able to use that app whenever you're in West Hartford. You won't hafta go to those kiosks. The town's 10-week leaf bag collection is under way and it'll go through the end of the year so if you wanna get rid of those garden materials and leaves, you put 'em in the leaf bags and they'll be picked up on the day your garbage is picked up. This has been a hard two weeks. Here, at your last Town Council meeting, we had the Department of Environmental Energy and Environmental Protection come in to talk about a project that they were doing to clean the floodway that runs from Asylum all the way to the Hartford border along Trout Brook and Piper Brook. That floodway was built in the 1970s and '80s with federal dollars and took hundreds of homes out of the floodplain, which means that they didn't flood and the neighborhoods all around Trout Brook in the '50s and '60s flooded substantially in this community so it was a great project for the Town of West Hartford and maintenance of the floodway is an important thing. You've gotta keep it clear and clean so that it operates as it's designed and the water stays within the channel and doesn't go for the homes. But the process got out of hand, if you will, because the neighborhood really never understood what the Department of Environmental Protection was going to do and they clear-cut a large area in the Linbrook and Linnard Streets area that took down many, many trees and not just trees in the floodway, which I said we wanted to make sure was clean, but they took them out of the floodway, trees that were probably there for a hundred years. They took those trees in order to dewater the material. They're taking silt outta the channel of Trout Brook. They put it on the ground, water runs out of it. Once water runs fully out of it, they pick it up and they take it away but they needed lots of land to be able to do that. Where we failed and where the state failed was that the neighborhood never really got a complete understanding the impact of that decision and so, I apologize to the neighborhood that the town wasn't doing more but I hafta admit too that this is not a town project. This is state land. They should've really done what we asked 'em to, which was to reach out with the neighborhood and make sure they understood the project so we are, I'm trying to reclaim the confidence of the neighborhood to make sure they know what's going on in this plan as we move forward and to make sure that the replanting of these areas outside of the floodway is done appropriately and then done with complete input from the neighborhood. So, we're looking forward to getting that project done, the state getting it done, and the replanting done so the neighbors can go back to the quiet life that they lived prior to this. The state's also doing another project in West Hartford and, you know, I'm sorry, I'm always worried when the state's doing projects in West Hartford, and this is unusual. The State of Connecticut allocated a grant to the Department of Transportation, which allocated it to the Capitol Region Council of Governments to undertake a study of North Main Street. North Main Street is a local road, not a state road. We have lots of state highways, roads, in West Hartford that are maintained and owned by the State of Connecticut but this is a local road so, to have the state come in and do a study of a local road, is an unusual thing. I don't, I've certainly never seen that happen in our community before. And the study was to look at North Main Street from West Hartford Center to Bishop's Corner to see if they could put it on a road diet, which is, means shrink the road down to make it more friendly. The intent, really, is to make it more friendly for bicycles and for pedestrians and, during this past week, there's been a number of stories in the press and elsewhere, on TV, that we've been doing these meetings to talk about some of the ideas that were coming outta the study being done by the State of Connecticut...and there were things that, probably we'd never do, roundabouts at ASD, these big, you know, traffic circles that would slow the traffic down, really wide sidewalks on one side of the street to allow

bicycles and pedestrians to have their own path, to the one that is really getting the most attention is to shrink North Main Street from four lanes to two and have wider edge lanes that can't be bike lanes because our, the consultant says they're not safe to be bike lanes but they'll be wider spaces at the edge. So, we're watching all this, as the state does these and we're waiting for the outcome of this state study. North Main Street carries somewhere between 18,000 and 25,000 cars a day. It carries a lotta traffic. It's really the only street in the Town of West Hartford that runs from our southern border to our northern border. All our other arterial streets, which is going north and south from Prospect to Trout Brook to Mountain are, run only through a partial part of the town and so this is a major thoroughfare, no question about that when it comes through our West Hartford Center. When this study is done and they have evaluated all the data and stuff, we will certainly take a look at the final document and see whether there's, it makes some sense for us. And, although we're keeping an open mind, and I'm an economist not an engineer, you know, we are concerned about the traffic impacts that may come out of this and so before we're going to watch this study done and before we're going to say, yes, that's a great idea, let's go, we're gonna hafta spend a lotta time trying to think about what that study means to this community and it can end with some serious congestion issues, it could end with people having trouble getting out of their driveways at those rush hour times, and so we really need to think this process through...so my whole statement here really is that, although there's a lot of discussion in the press and elsewhere in the community about changing North Main Street, it's just a first touch to kinda think about is that a possibility and then we're gonna hafta spend a lotta time trying to figure out does that make sense. And there's a lot more data coming and I know the first part was just design it and not think about anything else so that's what we have. We have three designs and nothing, they haven't looked at any other impacts. The next step is to kinda take that and say what does that mean to lines, queues, traffic primarily at rush hour times. So, there's a lot going on there and it's being done not by the town but by the State of Connecticut and there's a lot for us to think about before we start shrinking major roads or expanding major roads, we really need to make sure that we make the right long-term decision, so there's more to come on that and I'm sure the Council will be having discussions on that this coming year. So, that's really all I have. If there are any questions, I'd be glad to answer them.

President Slifka: Are there any questions for the Manager? Mrs. Hall.

Councilor Hall: As part of the North Main Street review, can part of it just be what kind of impact could we have with constant police, speed control? I don't think I've ever driven on North Main Street when someone hasn't gone flying past me as I do the speed limit and it just, it doesn't seem like I very often see a police trap or whatever. I mean, can we start with more active police presence and ticketing? 'Cause I feel like over and over again, we're always looking for ways to change our infrastructure to combat human behavior, which is costly.

Mr. Van Winkle: So students out here, drive the speed limit. I mean, no, we have had that conversation 20 times here at the table. Everywhere you go, you will find people who are driving more than the allowed speed limit. There's no question. It's a major issue all over town. You know, we get those kind of complaints from virtually every street in town, even residential streets. We got a complaint from a dead-end street, you know? It was one of the neighbors who was driving like a maniac down their street and they wanted us to go tell 'em stop driving like a maniac. We do enforcement in West Hartford but we've got 215 miles of streets so we can only

do so much and be so visible. We put up those signs that tell you how fast you're speeding and they do have some impact when we put them up but then people get used to them and we've had one in front of ASD for quite a long time. It's a real battle trying to get, you know, you and I might be really good drivers and I'll tell you this, I don't get picked up for speeding. I drive the speed limit and people will cross double lines to go around me. We all need to slow down and it's more of a social issue than it is an enforcement issue. If you believe you're gonna get a ticket, I'm sure you will slow down but the chance of getting a ticket whether you're in I-84 with people doing 80 miles an hour or on Trout Brook Drive when people are doing 50/60 miles an hour at times, you know, it's small because it's only a certain size police force. We need to be more visible. We need to try everything. This Council, Mr. Mayor, you've seen so many different approaches to this Speed Limit Club, you know, trying to get people just to drive. You drive the speed limit, maybe your neighbors will drive the speed limit. I mean, those sorts of things. We really do struggle with this and we stretched for infrastructure change. Put bumps in the street. We know speedbumps slow traffic down because you can't go over 'em fast but they also slow down firetrucks and police vehicles and so they did not become really a viable. We tried chicanes in the streets, curves. We've tried narrowing, we've tried center islands, and all of those have some impact but we still have the issue, so I don't know if there's an answer but I'll certainly talk to the Police Chief about looking at more enforcement out there.

President Slifka: Okay. Mrs. Cantor?

Councilor Cantor: Can you just explain what's going on as far as the tree removal? I think some people are concerned about DEEP but there's also another tree removal project running on in town by Eversource. Can you talk about that?

Mr. Van Winkle: Yup. Well, let me just say with DEEP, our Public Works Director now walks Trout Brook with the contractor from the State of Connecticut and he looks at every tree that they mark for removal and they have a discussion whether it's necessary. It appears at this moment, as far as we know, no trees out of the floodway will be removed. We knew they had to remove trees in floodways but, out of the floodway, it doesn't appear that there'll be more but we will see. But they should not remove a tree without marking it, without showing it to us and have that discussion and if it's near a home, we'll do that. In 2011, we had an ice storm that took down, the Halloween ice storm, that took down trees all over West Hartford and we were without power in some areas for over two weeks. Out of that storm came an effort by Eversource, our energy company, to try to clear branches away from their wires and, notably, this week, we, they're working in a number of neighborhoods in West Hartford. Notably, this week, Griswold saw a number of trees taken down. These are all private trees. This is a tree in front of your house and they come to you. There's a whole package they give you. They explain your rights and what they are allowed to do with your tree and ask you if you would like the tree taken down and a great number of our homeowners are going, yeah, I've always worried that might fall on my house and so we're seeing a number of trees taken down. Not a town decision. We can't even get in the way of that. That's private property. If I don't want that tree in front of my house there, we don't have a regulation and don't have the ability to write a regulation to control private property. So, Eversource, we've worked with 'em now for quite a number of months. Someone suggested that they tell 'em, well, we're just gonna chop up the front of the tree and then it'll get sick and die. They don't do that. They give 'em the documents, they explain the

rights that they have. They explain what they would like to do with that tree and, in almost all these cases, it's a tree taken down on private property. When a tree is taken down on public property in a public right of way, you know, somewhere within the distance of the sidewalks on each side, we have to, a whole different process. A tree taken down on our Town Hall property, it has to be posted so we put up a big yellow sign that says, we're thinking about taking this tree down and if you're concerned, you can call this Department and if you want, we will hold a public hearing on removal of that tree. There are some trees marked by...hmm? Oh no, by, not Braeburn, another B school?

Multiple: Bugbee.

Mr. Van Winkle: Bugbee, thank you Bugbee School. We can do this together, I know we can. By Bugbee School, there's a number of trees marked that are on public property. Not on school but on a street that we own the edge of the road there and they're small trees that're leaning over the tree wire primaries that're up there that really should be removed but it's a forest of trees and so this is a beautiful big tree, so we mark those and we've had a few calls from people asking what we're gonna do. We haven't had a request yet for a hearing. If we don't get that request, then we'll let Eversource remove those trees. They're trying to protect us by protecting the wires and we're, they're trying to find some balance on that and they will, our Town Clerk had trees in front of her house that they wanted to take down and she said I really don't want you to take those down, so they cut an arch into the trees so that the branches didn't hang over the wires. State law allows them to cut back branches of trees that're within 8' of those electric lines so they can reach back approximately 8' and cut those branches but we require that they deal with the property owner and that property owner can stand there and say, you know, can you do this a little less or that a little more and we've had a pretty good relationship but if you've been down Griswold, there was a street with a lot of very old trees that all of 'em were taken down home after home after home because the property owners wanted it and it's a pretty dramatic change so it's hard to see. Hopefully, those homeowners will be planting the right size trees, the more ornamental trees, that're near those wires but we've heard a lot of, I had a lotta calls about this thing.

President Slifka: Mr. Barnes?

Councilor Barnes: Thank you. With respect to the DEEP project that you mentioned, during the two meetings that we had with DEEP, the Commissioner and his staff both mentioned that the reason that the project is as big as it is and they described it as a "deferred maintenance project" is that there were state budget pressures and town budget pressures that dictated the or were the cause of the delay in having this work done and so I was wondering if you could just comment on what role, if any, the town had in maintaining this watercourse and whether there were any town budget issues that prevented us from doing something that we had agreed to do?

Mr. Van Winkle: The town has no responsibility to take care of this watercourse in this area that we're, where those trees were cut. This project was done, again, early '80s. It finishes, the state gave a document to the Town of West Hartford to say we wanna pass the maintenance to you and, in the '80s, I can't find any records. We looked in our files but we told the State of Connecticut no. We're not gonna accept the maintenance of that and, since that time, the state

has maintained that area year after year. So, it wasn't our responsibility. They took their responsibility and did it and we have an unsigned request for us to take the maintenance and we did not sign that so it may be a conversation for the future with the state about how that goes forward but we had no responsibility in this area for maintenance.

Councilor Barnes: Thank you.

President Slifka: Okay. Mrs. Kindall?

Councilor Kindall: Just a quick question. Isn't with the Eversource removing trees, isn't there some process that gets triggered if there's a dispute with the town's Tree Warden or Tree Arborist needs to sort of come in and mediate if they can't, if there's some sort of disagreement between the private property owner and the utility that wants to do something with the tree?

Mr. Van Winkle: There's a whole brochure of material that Eversource gives to every property owner when they talk to 'em about a removal of a tree that we have and we looked at. Again, a town tree, those are our trees. We hafta post it. We hafta make that decision. The town could say no in that right of way. A private tree, that's a private tree by that owner. They can say no if it's on private property. If those limbs are within 8' of those electric lines, Northeast, I'm sorry, Eversource has the right to cut back those limbs.

Councilor Kindall: I know because of, there's a huge dispute in Hamden about removal of trees, that a Tree Warden process was put into place and I was just wondering how that worked into that because I think that, I believe that private property owners have the right to ask the town's Tree Warden to come in and solve any, some of these disputes, and I wasn't sure how that was working.

Mr. Van Winkle: I don't know if there's a legal or official thing. We have, for a long time, worked with Northeast Utilities for decades on trying to clear trees, even before the 2011 storm, and our Tree Warden working with those homeowners who wanted to secure whatever they could of their tree. Our Tree Warden did work with those homeowners. We built a relationship with Northeast Utilities that they can ask us to join them if they feel that is necessary but they, in our opinion, are doing a fairly good job of trying to listen to those homeowners, so we haven't had that kind of issue. And, again, if your neighbor's taking down a tree, I'm sorry, your neighbor's taking down a tree, you know? There's not much you can do about that. But if that neighbor wants to preserve that tree to the best of the ability, our Tree Warden will come out and try to help them understand the program but Northeast has really been doing a good job with that. We haven't had much of that at all in West Hartford.

Councilor Kindall: I just was wondering how the Tree Warden 'cause I'm pretty sure it's actually a requirement that, how that was working. Thank you.

President Slifka: Okay. Anyone else? Okay, thank you. We're up to number seven, Mrs. Cantor.

ITEM #7 - CONSIDERATION OF CONSENT CALENDAR: ITEMS 13, 18-19 TO RECEIVE

Councilor Cantor: I move that we place items 13 and 18 and 19 on the consent calendar.

Councilor Kindall: Second.

President Slifka: Motion's made and seconded. Any discussion? Seeing none. All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. We have no Unfinished Business so we're up to number nine under New Business and before you do that, should Mr. Van Winkle or should we discuss these two, nine and ten, as one item and then vote on them separately 'cause they had a lot in common or would you recommend doing them?

Mr. Van Winkle: No, they're both, both nine and ten are union contracts that're before you and they are both very similar so you could certainly do those together.

President Slifka: So if I could entertain a motion to suspend the rules to discuss nine and ten together.

Councilor Cantor: So moved.

Councilor Kindall: Second.

President Slifka: All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries so we are talking about nine and ten together then we will take separate votes for each.

NEW BUSINESS:

ITEM #9 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CSEA, LOCAL 2001, SEIU, PROFESSIONAL AND MANAGEMENT UNIT FOR THE PERIOD JULY 1, 2013 – JUNE 30, 2017

(See Attachment A)

ADOPTED, VOTE 5-2

ITEM #10 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CSEA, LOCAL 2001, SEIU, GROUNDS MAINTENANCE UNIT FOR PERIOD JULY 1, 2013 – JUNE 30, 2017

(See Attachment B)

ADOPTED, VOTE 5-2

President Slifka: Mr. Ledwith, welcome.

Mr. Ledwith: Thank you. Good evening.

President Slifka: No, we, I think, we did, we move 'em after he discusses. We take each vote.

Mr. Ledwith: Good evening. Before you for approval are the ratified collective bargaining agreements between the town and our professional management union and our grounds maintenance union. These are two unions that represent roughly 75 employees; about 50+ within the professional management and about 22/23 within the ground maintenance union. Before we get into the details of these agreements, we wanted to walk the Council through the process, which, as you know, dates back now to the spring of 2013 when we began negotiations with both of these units. In addition to negotiating with four other bargaining units at the same time, who are also represented by SEIU. And this, you know, it was a challenging process too, as I think we've talked about in the past and when you go back a couple of years and you're talking about a contract that's being negotiated for that time period, there were a lot of challenging issues that we were attempting to deal with this contract so we were dealing with significant pension reform, we were dealing with healthcare reform, we were dealing with retirement compensation practices...and those issues we've dealt with in the past in prior negotiations but I don't think we've done it to this degree so we've never, in the last 15/20 years, had to sit down and negotiate a contract dealing with those types of significant issues all at once so that took time. So we began the process back in 2013. We spent a lot of time with the negotiating committee, educating them on our healthcare issues so we're really getting into the real issues, our healthcare liabilities, both active and post-retirement, dealing with pension liability issues and, to be honest with you, if you were to ask a member of the negotiating committee to talk about either of these issues, I'd be confident that they could speak as knowledgably as any of us on these issues. That's how much we spent, how much time we spent, talking about these issues. So it was a long process, very time-consuming and, to be honest with you, it was frustrating. I know it was frustrating for the Council, it was frustrating for us, it was frustrating for the negotiating team as well. But, in the end, through that communication, through that dialogue, we ended up with an agreement that we feel addresses healthcare reform. We feel it addresses pension reform so I'd like to go through the details of these agreements with you right now. They are four-year contracts. They are retroactive to July of 2013 so the wage proposal is identical in both contracts...so we'll go back to July of 2013 and implement a 2% wage increase and we will go retroactively to July 2014 and implement a 2% wage increase. We will then again go retroactive to July of 2015 and implement a 2¼% increase and then, for this upcoming July, July of '16, we'll implement the final year of the year contract a wage increase of 2¼% at that time. So it is a four-year contract. It expires on June 30, 2017

and, within a year, we're gonna be back at the table negotiating with both of these unions at that time. In terms of pension reform, we have some significant changes to the plan that we'd like to discuss. For the employee contribution, we're gonna be increasing the, retroactively increasing the pension contribution from 3% up to 5% over the course of this contract. The normal costs, I know we've talked a lot about the pension plan in the past, the normal cost, which is, represents the true costs of the pension benefit for active employees is, it's averaged between 6 and 7% over the last 10 years so that 5% gets us right up to where, pretty close to where that normal cost is. In addition, for new hires, we are going to be, new hires are gonna be required to participate in the hybrid plan. Hybrid Plan is a defined benefit plan and a defined contribution plan merged into one. So, on the defined benefit plan, we are going to, for all new hires, they will accrue a benefit that the multiplier will be reduced from 2% times years of service down to 1% times their years of service so it literally cuts the liability in half by, it cuts in half by 50% for all new hires under the DB Plan. Then under the DC Plan, we will match up to 2¼% of their salary into a defined contribution account, giving the employee a DB benefit and a DC benefit. Now the average match around the state for a defined contribution plan is roughly 6% on average. The cost, total cost of our hybrid plan is less than the cost of a straight defined contribution plan, so it allows employees to have their hands in the DB Plan a little bit and in the DC Plan. Employees will contribute to the DB Plan so it keeps the revenue stream going into the defined benefit plan, which we've talked about quite a bit in the past, has been under, you know, some constraint recently with two, you know, not even recently, over the last 10 years, we've had two significant downturns in the economy, which has had a negative impact on our plan assets, so this will help keep that revenue stream going in to the pension plan. In terms of right now, all of the employees who are covered under these two unions are what's called Part B of our pension plan. They will now be in what's called Part E of our pension plan. Not to get too into the weeds and not to confuse too many people, hopefully, but our liability for our Part B overall for active employees is \$80 million so, apples-to-apples, if you were to take those folks and put them into Part E, the liability would be \$40 million so it does, it would cut that liability in half, albeit it will be for future hires so new employees will be covered under this plan. When you look over the population of the town, we have roughly a third of our employees who could retire at any point so similar to when, back in '03 we made some changes to our plan back then, right now over a third of our employees are covered under those changes. It won't take four or five years before we start to see some real end roads in terms of some of these new hires going into this new plan and having a better impact on our pension plan in the future. In terms of compensation practices at retirement, both of these unions have agreed to eliminate the sick pay at retirement for new hires and that's a strategy that we've put in place with all of our unions. So, between the town and our schools, we have 21 bargaining units. Should the Council ratify both of these tonight, 14 of those 21 will have eliminated that benefit moving forward. That will reduce our future liability by millions of dollars in true expenses. In terms of healthcare reform, we are, both unions have agreed to similar changes in the healthcare plan. We'll be increasing the employee contribution to the PPO plan. We will be increasing office visits, emergency room visits, inpatient hospital copay visits. We'll be increasing our prescription drug copays pretty significantly and probably the most important part of the healthcare reform in this package is the implementation of a high deductible health plan as an option for all employees to consider. And the high deductible health plan will have a \$1500 individual deductible and a \$3000 family deductible and the town will fund 50% of that deductible as an incentive to get folks to consider the high deductible health plan. We'll also charge a premium that's 16% of the fully insured

equivalent cost of that plan and that plan would be roughly 18% more competitive than our PPO plan, so we hope we have a, kind of a double incentive for people to truly consider the high deductible plan as an option at this point to help us further control healthcare costs in the future. We've also, for new hires, we're going to be increasing the retiree health contribution so that will be 50% for new hires hired after the date of ratification at the time of retirement and that contribution will continue as long as they're covered under our plan. For existing employees, we stop that contribution when they become eligible for Medicare so for, going forward, new hires will be responsible for that half, half of the cost for as long as they're covered under the healthcare plan. We had a couple of operational items as well that both unions have agreed to. The most significant one would be the swapping of Lincoln's birthday for a floating holiday so that the Town Hall will be open on Lincoln's birthday moving forward. We've always had kind of a bit of a dilemma in town in that the schools are open as everybody knows so the Town Hall is open for Board of Education purposes. Folks would see that the building's open and come in to do business on the town side and find the town closed, so that will provide some flexibility as we move forward into the cold month of February. Other changes, we did increase the life insurance benefit for both of these unions from \$50,000 up to \$60,000 at the time of their departure. And then we had another change for our grounds maintenance union. We increased the Class A hourly wage for folks that maintain a Class A license, so that gives John Phillips and his crew down at DPW a little bit more flexibility in moving around and working with some of the heavier equipment around town so that was another change in this particular contract. So that summarizes the major changes to the contract. I would, I wanna take a moment to thank the negotiating committee for their efforts in working with us through, it was a challenging process but in the end resulted in a contract that, as I had mentioned, addresses healthcare reform, addresses pension reform, addresses sick leave at retirement and we think will yield significant savings to the community in the years ahead. So, at this point, I turn it over to the Council and would be happy to answer any questions that you folks have.

President Slifka: Thank you, Mr. Ledwith. I'd, Mr. Van Winkle, do you have anything to add at this time? Okay. Then, Mrs. Cantor.

Councilor Cantor: I don't have a question. We actually had a Finance and Budget meeting prior to go over this and we've gone over this, several months ago, we've been reviewing the conditions that you had submitted to us and I just wanna, it took a lot of patience and it took a lot of fortitude to, for everybody involved to get through and address some of the issues that have been long-term, continue to be long-term, have been and continue to be, long-term challenges for us so I wanna thank you for your hard work on this. This is, these are union, these unions are grounds people. They are, they remove snow. They take care of the public lawns. They also are professional unions. We work very closely with the Accounting Department in Finance and Budget and we have an incredibly professional team that work for us and I was in the accounting field and public accounting and the quality of employees that we have really get the respect of our accountants and they are as professional as any private industry professional, you know, they're on par. So, these are people we value very much. We've all been stressed by financial times and there are major, major changes in the way some of these things are handled so I know this has been a long time in coming and I really appreciate your hard work. We, and again, I wanna say that we, we value our employees and we really appreciate them all working towards

making this town financially stronger and more stable in the future. So, again, I appreciate all the work you've done.

President Slifka: Mrs. Cantor. Mrs. Kindall?

Councilor Kindall: I have three questions. One, is the town self-insured and what does that mean for us?

Mr. Ledwith: We are self-insured. So that means that we are responsible for funding the claims. We pay a third-party administrator on the town side and a third-party administrator, two separate ones actually, on the school side who administer our claims and send us, for all intents and purposes, a bill at the end of the week for the cost of our healthcare expenses over that time period. So we are on the risk, whereas in fully insured arrangement, we'd pay a little bit more in premium 'cause there'd be some profit charges built in there, risk charges that the insurance company would charge us for but they would, the risk would be capped at that fully insured rate.

Councilor Kindall: And how many unions that have, how many unions of our 21 unions still get Lincoln's birthday off now?

Mr. Ledwith: So, on the school side, there's 12 bargaining units. They all have, everybody works Lincoln's birthday on the school side and, on the town side, police and fire obviously work so that would leave nine...I'm sorry, seven so we'd be, with this too we'd have five left that would be working with. And Public Safety works as well so that Public Safety dispatcher so four left.

Councilor Kindall: Okay. So would those four unions being out that day, we can still keep Town Hall open?

Mr. Ledwith: We would hope to be and conclude those negotiations prior to Lincoln's birthday. We're very close with that.

Councilor Kindall: Okay, so the remaining ones are outstanding but they should be resolved before February?

Mr. Ledwith: They should be resolved soon.

Councilor Kindall: Okay. And then can you just identify who are, who was on the negotiating team? Can you just list the people who were there on both for the town and for the union?

Mr. Ledwith: Well, for their side, it was a huge group. So for, I'll start with our side, it was Pat Morowsky and Nelson Petrone in consultation with our Town Manager and, on the negotiation team side, it was, we ended up, we started negotiating with all six bargaining units so we had a room of 25 people so I'd, I probably couldn't, I'd leave someone off that list if I attempted to talk through all of them so it was quite a large group on their side.

Councilor Kindall: Just was wondering who we should thank so.

Mr. Ledwith: Steve Shunder is the President of SEIU, and he kind of oversees all of those SEIU operations so he would, from a union negotiation standpoint, so he probably could be a good person to start with.

Councilor Kindall: Okay. Thank you.

Mr. Ledwith: You're welcome. And I can get you that list as well.

President Slifka: All right. Thank you. Mrs. Hall?

Councilor Hall: A couple of quick questions. So in terms of the holidays, so how many holidays and vacation days do people get now under this?

Mr. Ledwith: Well, with vacation time, it's based on your years of service so you start off with, you know, I'd have to, each contract's a little bit different too so roughly two weeks a year for your first five years and then it ramps up from there.

Councilor Hall: So what would be the maximum amount of vacation time and then how many holidays?

Mr. Ledwith: Yeah, see, I'd be speaking off the top of my head. I think it's roughly 20 days of vacation time, four weeks? That sound about right, Pat? Who's maxed out? I know. You've been here longer than all of us. And then holidays, 12, yeah. So it's all the, you know, Columbus Day, Veterans Day, Lincoln's, President's, Memorial Day, Christmas, Thanksgiving.

Councilor Hall: And then in regard to the union negotiation time off, so of the 25 people that were representing the unions, they were getting paid while they were negotiating and so then were we hiring other people to do their jobs while they were negotiating? How did, so how many hours did they put in...

Mr. Ledwith: They have...

Councilor Hall: ...when, that they weren't doing their job?

Mr. Ledwith: Yes, they put in a significant amount of time but it was share time so it was our time and it was their time. They have union business lead written into the contract that allows them to step out of that process and, step out of their jobs and into a union capacity. I forget the exact number of days they get for that.

Councilor Hall: So it's days not weeks or?

Mr. Ledwith: It's days, not weeks, right. That's why we try to share the time...as much as possible.

Councilor Hall: Okay. Thank you.

President Slifka: No? Okay. Then, wow, everybody's done. I'm sorry, go ahead.

Councilor Barnes: Excuse me, Mr. Mayor. Is this just for questions for Mr. Ledwith or is this?

President Slifka: No, in general.

Councilor Barnes: In general?

President Slifka: Yeah.

Councilor Barnes: Okay.

President Slifka: There's no limitation.

Councilor Barnes: Well, then I do. I do have some comments. As Rick's already mentioned, you know, we have 21 bargaining units in town covering roughly 1900 town employees on the town side and the school side and the folks in town do a great job and I commend you for your efforts with this contract as well...but my concern with this contract is one or two of the 22 comes down to, for me, an issue of fairness overall, kind of looking at the public and the private sector and comparing, you know, kind of how that breaks down and we've talked about that in the past and so, when I think about that fairness between what public sector employees get versus, you know, private sector employees, we've talked about the benefits under, you know, this contract and there's just a couple of things I wanted to, you know, to mention. You know, we have, you know, wage increases built into this contract. We have pension benefits built into this contract. We have, you know, a preferred provider organization, PPO-type health insurance benefit under this contract which, based upon the terms of the contract, the contribution if I read it correctly from the employee is 17% of whatever the insured rate is for that coverage. So if the average, and correct me if I'm wrong, if the average health insurance plan is, say, \$18,000 for family coverage for an employee, okay, 17% of that is roughly \$3000, right? So, thank you. Thank you. And I'm a lawyer so math isn't my thing but so \$3000 so roughly \$250 per month is the employee contribution for that family coverage? Fair enough?

Mr. Ledwith: Fair enough.

Councilor Barnes: Okay. And so, and in addition to that we've talked about, you know, retiree health benefits and drug coverage as well and so when I compare that to not only what I have but what folks in the private sector have, usually, you know, you may have a wage increase but it's not guaranteed every year. Most don't have a pension and, with respect to healthcare, I venture to say there probably isn't anybody that has as good a health coverage for the price as is provided under this contract...and so, and other contracts as well that we have and so I raise this issue of fairness and it's not a popular thing to talk about because I don't wanna begrudge anybody the benefits but it comes down to an issue, not only at the state level but here at the town level for benefits that we're providing that, quite frankly, are the biggest drivers in our budget year after year and, in fact, the first paragraph of our budget document from the Town Manager says, "Employee costs are the biggest short- and long-term drivers of our budget." And so, while we continue to make progress on this front and we are, no doubt about it, and, as I said before, I

appreciate the, you know, all of your efforts in that regard, they are the biggest drivers in our budget and each year we, you know, vote on a large budget increase and so, you know, I think for people to understand kind of what we're talking about and put it in perspective in that public/private context, you know, is helpful and so, in order to reign in our costs going forward in our, in town, our spending, we need to focus on these contracts and, you know, find a way to bring these public contracts more in line with what people in the private sector have and what they're experiencing. So, those are my comments and it's, as I said, it's an issue of fairness that I think here at the town level and I, I'm fully aware of the inherent limitations that're built into this, the collective bargaining system. I think it screams for reform in that area to give the town more leeway to be able to manage our budget and decide how to best compensate our employees, whether that's higher wages and less benefits but gives us more flexibility so we're not tied into long-term lifetime health benefits and also pension obligations, which are, you know, bankrupting our state as we speak and put a lotta pressure on our town year after year to raise more money to cover these benefits and I think it's a discussion, you know, that we should be having and I hope we do going forward. Thank you.

President Slifka: Mr. Barnes. Anyone else? Mrs. Hall, go ahead.

Councilor Hall: And I guess I just wanna follow up on Chris' comment too in that, certainly, one of the things that I've been talking about for a long, long time is, you know, how the collective bargaining process ties our hands, you know, with the budget. You know, we walk in each year and say we have no control over all of these expenses, you know, that all of these wage increases are just going to go up or, you know, go into place automatically because it's all subject to collective bargaining and I think that's a term that a lot of people don't even understand and this may be a moot point because, as I understand it, the audio isn't working so if there is anyone in the public who would like to hear us, they probably can't hear us but I wonder if you could just walk through, you know, it's not just our saying, okay, let's put this into place. If we don't, if the unions don't agree then the collective bargaining process kicks in. Maybe you could just highlight that for how that works?

Mr. Ledwith: I can, yeah. So the process begins, we're dictated by MERA, the Municipal Employee Relations Act, and we follow those laws, statute, and the teachers follow the Teacher Negotiation Act and they're very similar from that perspective in terms of ya' hafta duly negotiate a contract. You hafta sit down and bargain in good faith and that means both sides presenting their arguments, presenting their proposals, listening to one another, presenting their cases and a back and forth ensues from there and negotiations will go, get to a point where you may reach an impasse, where neither party's willing to move on and neither party's willing to agree to what's been proposed to that date so you can end up bringing a mediator in. So a mediator is someone appointed by the state who comes in, deals with both parties, looks at our side of proposals, looks at the union's side of proposals and will kinda steer one of us into another direction. They may say you guys're being way too aggressive on your pension proposal, you need to come off that a little bit, or they may say to them you hafta give in on the pension. That process sometimes will lead to a settlement and sometimes it doesn't. If it doesn't, we end up in what's called binding arbitration so we end up dealing with an arbitration panel, which is a neutral arbitrator, a labor arbitrator, and a management arbitrator. Typically, the labor arbitrator will rule with labor and management will rule with the management so you're

pretty much playing to the neutral and you come in with your last best offers. It's through a series of different hearings that'll ensue and there's final, last-best offer. It's a long, complicated process but to kinda shorten it for ya', we'll come in with our last best offer, they'll come in with their last best offer and the arbitrator picks one. They don't split the baby, they don't come in the middle. If we're being too aggressive on the pension and they're coming with some pension changes, they may say, all right, we're gonna go, we're gonna give the union that proposal. If they're okay on the wages and they're being too aggressive and going too high on the wages, we may get the wages. So the arbitrator will rule on every individual proposal and we are at that point forced to accept it. The Council has the right to reject it. We'd come to the Council and you'd have that arbitration award, you could reject that award and then we'd go through this second arbitration process but that, it's not likely to change at that point so you're pretty much, you're stuck with what that final arbitrator determines.

Councilor Hall: So even if the Council rejected it, the final arbitrator could impose it over the...

Mr. Ledwith: Right.

Councilor Hall: ...the wishes of the Council?

Mr. Ledwith: Yeah. At that point, they're looking at legal, you know, things that they, the first arbitrator may have missed from a legal standpoint but they're not likely to say, well, you know, I do agree with their wage proposal versus yours, so it's, yeah, we're likely to hafta be forced into what the arbitrator has awarded so...

Councilor Hall: So then, you know, we could, you know, earlier today where we're still in these proceedings with the 2006 police contract so...

Mr. Ledwith: Correct. We've, we settled that contract and we have a contract that's in force right now but, yeah, we are, we were forced into arbitration on a police issue that was settled back in '05 and '06 and implemented and that contract and in the next contract as well. So that's even a longer issue than just being in that current contract.

Councilor Hall: So I guess this is where I get so conflicted when we come to the table with these kinda discussions because I just, philosophically, disagree with, you know, the whole idea unions of public employees. I think that's an inherent conflict of interest where you have people voting for the people who could then decide what their benefits are. I disagree with just automatic pay increases. I believe in merit increases and it...and then I do look at our pension and say, you know, with over 200 million in unfunded pension liabilities, how do we, you know, in good conscience, continue to offer a pension? If we were in the private sector, if the funded status drops below 80%, you know, all sorts of things kick in that would prevent a company from continuing to offer them and, you know, here we are a little over 40% and even though we've made all this progress and I do wanna, you know what, I hate the way that this comes out because I think you've done a great job in moving the needle a lot and I also really appreciate the work that our employees do but this is unsustainable no matter what. And even, you know, I don't wanna say we joked about it but so many of the savings were based upon actuarial assumptions and I feel like we're in the place we are right now because of actuarial assumptions

that never played out so, you know, I guess this is why I'm so conflicted over this vote because I appreciate all the hard work that you've done and I appreciate that employees feel that they were entitled to this raise from three years ago and I'm sure they're looking forward to that lump sum, you know, check that will come their way for the last couple of years of deferred increases but I look at all of our residents and say, you know, I know we don't get automatic increases. I know that we don't get this pension and we have a lot of people that're struggling to pay their taxes. We, you know, we just figured out that we're gonna hafta put in an extra 2 million towards the pension because of an actuarial, you know, oversight. It's scary. And each year, what, you know, ten years ago, we put a million towards the pension. We'll put 20 million towards it now and we're still very much underfunded. I know you know all of this, you know? It's something we all struggle with. I feel like we, again, we've made a lot of progress. We understand what the issue is but our hands are tied by this state laws around collective bargaining and if this is my only forum to talk about it then I feel like I need to use it and I feel like our residents need to understand that, you know, when their taxes go up year in and year out, a lot of it is because of this stuff. My two cents today.

President Slifka: Mrs. Kindall?

Councilor Kindall: Chris and Denise, I love you. This is my last meeting and I get to wax poetic. This is fabulous because I couldn't disagree with your more, so I am just so delighted that you've raised this because I want to tell you that I am fully in support of unions. I am fully in support of public officials being in unions. I'm fully in support of public service and I think that, while there are troubles with arbitration, the whole purpose of binding arbitration was to stop a whole lot of teachers, firefighters, and police officers walking off the job and leaving people without that safety net and so let me do my little soapbox on this for a moment. You know, the idea of a merit raise is lovely but I know that when somebody goes into public service, the taxpayer is not going to pay the kinds of wages that they pay in private sectors. I will tell you right now if I was in private practice, I would be making double. Denise, you make double than any of these people on, that were on this contract, that the quid pro quo was that you don't get the high wages but you will get good benefits and that was sort of the trade off and, in many years, both on the state and on the town level, what we don't, really can't give you a higher wage right now but we'll give you more benefits and we'll pay ya' later because there was a political choice made that they would bump up the benefits and then they would keep cheaper on the wages. And I think that has been very much the case and, in fact, we only need to look at our Town Clerk to know that, in the private sector, that woman would be making double and here she is making substantially less because politics are involved in that every vote for her salary has been a political vote. And so I would say that, you know, there's been big issues on pensions but I think that that is more of a structural thing and I think that, in America, the middle class is under attack, that, you know, in the private sector, the middle class is being marginalized, that our children do not have the same opportunities we had, that they're being put into, they're having multiple part-time jobs without any benefits, which is why, you know, Obamacare is so critical because a large number of employers are not giving the kind of benefits that people need to have, either for both pension or for medical while they are paying their top executives obscene amounts of monies vis-à-vis their bottom level employees. So I think that there are huge social issues to talk about and I think that what, but for this vote, for this time, that our unions stepped up, our unions, most of them live in town, a huge number of our union members on the,

particularly on the state, on the board side live in town and that they made some pretty significant concessions that some of them, they would not have had to made and there's not a lot in this particular contract that they're taking home. There may be \$10,000 more and a life insurance policy? Everything else is a give-back on their part and now why would they do that? It's not in their self-interest. How 'bout because they love their job, they love their town, and they are great employees, and they're proud of it. And the fact that they are in a union does not make them any less great employees and, frankly, the unions have given them, have been able to give people the security they need. So, I'm sorry but I couldn't disagree with you more. I can't, I think that there's a calling for public service but, being in public service and working in the public sector, it does not mean you're a punching bag and it does not mean that you don't hafta pay a mortgage. And everybody who works in the public sector works hard and has to pay a mortgage. Now, are there are problems with arbitration? Oh, sure. I could tell you all kinds of horror stories, you know, but it doesn't mean that there wasn't a purpose for it and doesn't mean that there aren't really good people working the system, so I fully support this. I think you guys did a fabulous job negotiating it and, you know, I really thank the two of you for giving me a chance to chat.

Councilor Barnes: You're welcome.

President Slifka: Mrs. Hall?

Councilor Hall: I just wanna say this is what I will very much miss about having you up here, Clare, because I love the fact that we can always disagree in a very polite and, you know, conversational manner and, you know, there are definitely two sides to everything. I would say that we have gotten to the point, I think, where that, that whole premise that public employees were paid less but their benefits were better, you know, we have reached the point where public employees are on average paid on pretty much the same level. A study was just done in Connecticut so that there isn't that gap anymore and, in Connecticut, the value of the benefits as a percentage of salary is the highest in Connecticut in the entire country. So, I think, I fully agree that that was certainly the premise but I am, I think we may have gotten beyond that now.

Councilor Barnes: I'll leave it there.

President Slifka: Okay. Anyone else at this point? No? So, returning to the deal at hand. Thank you for the very high-level debate that's maybe taking the place of those that aren't watching the presidential debate tonight maybe. I do, yeah, much more civil, much more, maybe these folks are more qualified as well.

Councilor Cantor: Not as entertaining.

President Slifka: Not as entertaining, correct, and especially if the sound is off but...

Councilor Hall: Did you guys arrange that?

President Slifka: No. No. We did not. Great conspiracy theory but no.

Councilor Kindall: Headline tomorrow.

President Slifka: Yeah. I, so just, but returning to the deal before us. One question I had, which I don't know, Rick, if it was covered in the, with the back and forth, which I appreciate the, Denise and Clare had, asking this to be into context is what happens if the Council, in terms of what the Council has an option. What if the Council voted this down, what happens just to get that in the record?

Mr. Ledwith: Then we would be in, we'd go into arbitration, yeah, and then we'd be subject to that process.

President Slifka: Okay. Thank you. So, back to the deal in front of us. I don't wanna lose sight of the fact that, you know, I think we can all acknowledge our challenges to the system that we're, you know, we're operating under, even, you know, Clare, who gave a very passionate defense of this acknowledges there's some, there are some difficulties at the municipal level and what we have, our ability to carry out our interests. So, I wanna credit you, though, for, you know, whatever you might think about the system we're operating in, whether you're a fan of it or not, that you and your team have done a fantastic job for us in getting a very good result of the union and we've had in very recent experiences and I think it needs to be said that perhaps because most of these members live in town but even with the fire department, where most of the members do not live in town, there is an increasing recognition that we need to have a bit of a partnership. It doesn't mean it's not gonna have the natural tension within it from time to time that you have with management and the folks working for 'em but that, that these are not negotiations that go on sort of in a bubble, that we are in a context where the, you know, they do impact the taxpayer and our unions appreciate that, that we are operating in an environment right now where every headline every day, not coming outta here but outta the state level has something to do with this process and that our unions recognize that and they're trying to assist the town in getting by reasonably. So, I appreciate that and, as Mrs. Cantor said, these are people who they have pride in their jobs. You know, we can get up here and we talk about 'em as, in a sort of, like they're a monolith. There's this union. These are people who care about the town, they care about the work that they do, they care about the people and the impact and you know what? They should be paid a solid, they should get good pay and good benefits for doing work that we all like to acknowledge is excellent and so I also wanna point out that none of the people we're talking about here, whether you agree with the system or not, none of these are wealthy people that we're talking about who are sort of beating the system. In addition to thanking you and your team, I also, I think it needs to be said that, although our role might be less on a day-to-day level, that the folks in the Finance and Budget Committee, and particularly Mrs. Cantor, devote a ton of time to this and to representing the interests of this town there, that this does not, this result does not happen by accident. Yes, we have fantastic staff but it's because we have people on the Committee and, again, particularly Mrs. Cantor, who's been chairing this Committee for a long, long time, who make this a priority and help drive you to the results. So, thank you to you and to all the members. But, in the end, this is, you know, we're operating in a very difficult environment but, given that context, I think you've done an excellent job and that this is a deal that I will strongly support. If there's anybody else at this point? Mr. Davidoff.

Councilor Davidoff: Thank you, Mr. Mayor. I come at this from the perspective that I hafta operate in the world that we live in and the reality and the rules that currently exist because I can't change them. While I may agree with some of the points that the Minority Leader and Mr. Barnes raised, I have to basically operate with what we have before us and the way it works. So, in that context, I hafta reach some type of decision as to whether or not this is in the best interest of the town and I come to the conclusion that I believe that this particular contract or these two in particular meet that criteria, that this is a good deal in light of the fact that the system that we operate in and I would like to commend Mr. Ledwith, as well as those who negotiated for the unions, for operating in this realm and coming to agreement. I think when we look at these things, there's a lot of issues here that were discussed that were passionately held by the various parties but there was a meeting of the minds to get to this point and I don't want to lose that fact. That's why we're here this evening is there is some agreement and there is awareness and I think what we do on our side is, being the management side, is advocate for the issues of the day, the concerns of our taxpayers, and the fiscal ability of the town to pay. So, I think those are real. I think when you balance everything out, I think, in sum, the deal that we had before us is better, this known deal that we have before us, is better than any deal that I would wanna risk in an arbitration scenario. Thank you.

President Slifka: Thank you, Mr. Davidoff. And our Clerk who has been doing double duty today, running back to find out what's going on with the sound on WHCTV, and we will, of course, have verbatim meeting, verbatim minutes available for this meeting so anybody who watched us but didn't hear us and wants to know what was said you can always read it and we're also told that HCTV will show video on demand of this meeting that will be available later, presumably with sound, right? So, it's not gonna, maybe the live broadcasts are working out but it's not like it's disappearing forever. So, anything further on this? Mr. Barnes, go ahead. Oh, I'm sorry, Mr. Captain. I didn't.

Councilor Captain: Thank you, Mr. Mayor. I try very, very hard to listen to all the members around the table as well as our management team when it comes to just about any topic that we talk about here at the table and...I've heard you say that you prefer a merit-based system and that people are rewarded for their work and when you say that and I see a Town Clerk, who reduces her budget, reduces her headcount, and is not rewarded for that by a raise by the same people who say they support merit and at the same time for the Manager, who runs an incredible town, aren't willing to vote for a raise for him in regards to merit and then at the same time talk against anything that comes up in a system derived by the government that we have to work under, I never get to a point where I see your side paying for anything. You don't vote for budgets, you don't vote for raises, you don't for any monetary thing that we hafta do as a body...and I just don't get that.

President Slifka: Mrs. Hall?

Councilor Hall: You'll probably have to refresh my memory but I think the raise in question was 11% and that's what I didn't agree with. I was fully in support of a raise but 11% was more than I thought and I don't remember this off the top of my head but I know that it was a number that far exceeded what we were seeing and I also thought that when we, as a Council, go and vote to approve wage increases of anywhere above 7, 8, 9, 10%, then that's a message that's being sent

to the rest of the unions, that we're okay with this. So, I would've been fully supportive. I do think our Town Clerk does a wonderful job, I do think our Town Manager does a wonderful job, and I was supportive of raises, just not that, those percentages.

President Slifka: Mr. Barnes?

Councilor Barnes: Thank you. And I concur, that was a point I was gonna make as well and so, in response to the, to two comments to Mr. Captain first, it was a question of how much in terms of the raise. It wasn't that a raise wasn't appropriate. I think there was a sticking point as to how much and what we believe in or what, you know, who we support, we represent the people of West Hartford and that's who we support and we try and do the best we can with the information that we have and vote accordingly. And with respect to Mr. Davidoff's comments about operating in this realm, yes, there is a realm and I think there are times when we need to challenge that realm and kick the tires on it and see if it still makes sense and, you know, those are the challenges that we face, to think bigger and differently about these issues for the benefit of all the people in our town and there have been instances recently where issues have come up, whether it was a gas line and the initial reaction was it's MDC property and, you know, we have no authority about what they're gonna do there to two weeks later we had a resolution opposing it or whether it was a state project and it was a DEEP issue and then when there was an issue we got involved and so here, in this realm, if we were to agree that some reform, you know, was in order and we all supported that and I'm not gonna put you on the spot and ask you or Leon whether you guys support collective bargaining reform but that would be the conversation that we would have. We would talk about that and say, well, what would we like to see and we would take a position about that as a body and we would raise our voice and say you know what? As a town, we need more flexibility to provide the benefits for our town employees, how we decide to do that, not under a system that's been established by the state but under a system that works for us and, quite frankly, a system that could be more beneficial to our employees that could have higher wages. They may not have the same benefits but we would figure out, you know, what that balance would be but that would be something within our control and so it's, you know, I think it's time. I think we're seeing it already at the state, where the realm is being challenged and so that's what my comments relate to. Thank you.

President Slifka: Mr. Captain?

Councilor Captain: Thank you, Mr. Mayor. While you may not have agreed on the percentage increase that the respective parties receive, the bottom line is is that their bottom line, after those raises, still put them in a place that is below the average of Clerks and below the average of a Manager for a town our size. And when we get to a point where we have to replace the Manager, it's going to cost us a lot more money than what we're paying him now and, because you don't like a percentage, you also hafta look at the bottom line of what people are being paid and if we wanna compare it to the private sector, people should be being paid well and competitive in a community that's our size. Thank you.

President Slifka: Mr. Barnes.

Councilor Barnes: Thank you. We could probably go on for a while but, you know, it's not, when we don't have the information in front of us, it's not fair to be selective with the facts. My recollection of the packages as it compared to other towns, that there were other factors that were a part of it. There were some lump sum payments, there was some retirement payments, there were other benefits that were at issue here versus towns that are competing towns and so it wasn't just about wages. There was more to it. And I think if you looked at the overall package with the raise considered, that it was competitive. I'd be happy to, you know, take this up at another meeting. Actually, you won't be able to but I'll carry it on in your absence when I pull out the document and we look at it because I know we studied it in Committee, so just wanted to clarify that it wasn't just about the wages.

President Slifka: Mr. Barnes. Mrs. Cantor?

Councilor Cantor: I just wanted to, for the record, state that the Town Manager's salary that we were voting on was 4% and that was a, it was the second salary increase for Mr. Van Winkle since he took the job in 2008 when the Town Manager was paid a lower salary. And for Town Clerk, it was under 4% also, who was also given a lower salary at the start. So, anyway, that's just to clarify.

President Slifka: Okay. Anyone else? Thank you, Mrs. Cantor. Okay. So, we still have a vote that has to be, two, as a matter of fact. So...

Councilor Cantor: Okay, number 9. Resolution approving a Collective Bargaining Agreement with CSEA, Local 2001, SEIU, Professional and Management Unit for the period July 1, 2013 – June 30, 2017 and Resolution approving a Collective Bargaining Agreement with CSEA, Local...

President Slifka: We have to vote separately.

Councilor Cantor: Oh, I'm sorry. You're right. Okay. Move, yeah, I move that we adopt.

Councilor Kindall: Second.

President Slifka: Okay. Motion's made and seconded. This is just on number 9. We've had discussion so all those in favor?

Councilors Cantor, Captain, Davidoff, Kindall, and Slifka: Aye.

President Slifka: Those opposed?

Councilors Barnes and Hall: Nay.

President Slifka: Okay, two nays. The ayes have it. We could, well, take a roll call, please, Ms. Labrot, if we're gonna get it in the record.

Councilors Cantor, Captain, Davidoff, Kindall and Slifka voted YES. Councilors Barnes and Hall voted NO

President Slifka: Yes. Okay, number 10, Mrs. Cantor?

Councilor Cantor: Resolution approving a Collective Bargaining Agreement with CSEA, Local 2001, SEIU, Grounds Maintenance Unit for the period July 1, 2013 – June 30, 2017, I move that we adopt.

Councilor Kindall: Second.

President Slifka: Okay. Roll call, please, Ms. Labrot.

Councilors Cantor, Captain, Davidoff, Kindall and Slifka voted YES. Councilors Barnes and Hall voted NO

President Slifka: Yes. Okay. Then that gets us to number 11, Mrs. Cantor.

ITEM #11 - RESOLUTION APPROPRIATING \$34,500 IN THE FISCAL YEAR 2015-2016 BUDGET OF THE CAPITAL AND NON-RECURRING EXPENDITURE FUND FOR THE PURCHASE OF A REPLACEMENT VEHICLE FOR THE FIRE DEPARTMENT

ADOPTED

WHEREAS, a review of the Town of West Hartford's vehicle fleet indicates the need for replacement of a vehicle to ensure public safety, and

WHEREAS, the Fire Department needs to replace a 2001 Ford Taurus that has extensive rotting and is in need of significant and costly repair, and

WHEREAS, the estimated cost of a replacement vehicle, a Ford Explorer SUV, is \$34,500, and

WHEREAS, the Capital Non-Recurring Expenditure (CNRE) Fund has fund balance available for appropriation for the purchase of said vehicle,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the purchase of a vehicle is hereby authorized and the fiscal year 2015-2016 Capital and Non-Recurring Expenditure Fund budget is hereby amended as follows:

Increase Estimated Revenues

| | | |
|----------------------|-------------------|----------|
| 33-910800-30506-9399 | CNRE Fund Balance | \$34,500 |
|----------------------|-------------------|----------|

Increase Appropriations

| | | |
|----------------------|-------------------------------------|----------|
| 33-910800-30506-3247 | Passenger Vehicle – Fire Department | \$34,500 |
|----------------------|-------------------------------------|----------|

Councilor Cantor: Resolution appropriating \$34,500 in the Fiscal Year 2015-2016 Budget of the Capital and Non-Recurring Expenditure Fund for the purchase of a replacement vehicle for the Fire Department, I move that we adopt.

Councilor Kindall: Second.

President Slifka: Okay, for discussion, Mr. Van Winkle.

Mr. Van Winkle: Yes. This is a 2001 car that is used by the Fire Marshal and the Town of West Hartford. Our Public Works maintenance crew indicate that there was significant rust damage to the frame and that it needed to be replaced to make it road-worthy so we are replacing that car.

President Slifka: Okay. Any discussion? Well, we quickly transitioned from the highest levels of collective bargaining discussion to rust on a 2001 Taurus. Mrs. Hall, you have something?

Councilor Hall: Just, thank you. I just wanted, since we're on fire department replacement vehicles just for the record, as a lot of people have expressed concern about the use of our vehicles as we do the, replace the AMR service, can you just talk about how this fits into our long-range plan of replacing fire department vehicles to meet future needs of the emergency services.

Mr. Van Winkle: Well, first, this doesn't fit into that. This is merely replacing...

Councilor Hall: Just for the fire department...

Mr. Van Winkle: ...the Fire Marshal's vehicle. It wouldn't have anything to do with that. I believe your question is we're gonna provide paramedic service to our residents. We will be providing, by the time we're fully manned, we'll have five paramedics working in this town to provide aid to our residents. Right now, we have one and sometimes two paramedics provided by a private service. Those paramedics on the private service use what is called a fly car, which is a small SUV kind of a vehicle. We are using our, and there's a siren outside Town Hall here, we are using our fire vehicles, fire engines, to go to people's homes. We were responding to a lot of those originally for people that were in serious medical need, we sent everything; fire department, police department, the paramedic service that was private, and an ambulance and sometimes people went, what is going on, everything's on my street, but somebody needed us. So we're doing more runs now. We will be doing more runs. We're doing more runs now with the paramedic service to provide that service to our residents and, at some point in the future, we need to look at how we provide that and whether a fly car is a better option for us than the fire engine itself and so that's a story yet to come.

Councilor Hall: Thank you.

President Slifka: Okay. I think we're still on discussion of 11. Is there anything further? Okay. All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. Number 12, Mrs. Cantor.

ITEM #12 - RESOLUTION APPROPRIATING \$63,500 IN THE DRUG ENFORCEMENT FUND FOR THE PURCHASE OF IN-CAR CAMERA SYSTEMS FOR THE POLICE DEPARTMENT

ADOPTED

WHEREAS, it is the mission of West Hartford's Police Department to enforce all laws and work to improve the quality of life, a mission that is accomplished by providing professional, high quality services to residents and visitors to West Hartford, and

WHEREAS, in-car video systems document law enforcement activities, strengthen case investigations, assist with complaint responses, and support training, and

WHEREAS, the Town desires to purchase nine new in-car video systems making it such that all uniformed patrol vehicles will be equipped with this technology, and

WHEREAS, the department would like to utilize \$63,500 from the Drug Enforcement Fund to purchase these in-car camera systems, a permissible expenditure under the guidelines regulating these funds,

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD authorizes the purchase of nine (9) in-car camera systems with extended warranties and hereby amends the fiscal year 2015-2016 budget of the Drug Enforcement Fund as follows:

Estimated Revenues

| | | |
|----------------------|-------------------------------|----------|
| 20-220304-20406-9399 | Drug Enforcement Fund Balance | \$63,500 |
|----------------------|-------------------------------|----------|

Appropriations

| | | |
|----------------------|-----------------|----------|
| 20-220304-20406-2103 | Minor Equipment | \$63,500 |
|----------------------|-----------------|----------|

Councilor Cantor: Resolution appropriating \$63,500 in the Drug Enforcement Fund for the purchase of in-car camera systems for the Police Department, I move that we adopt.

Councilor Kindall: Second.

President Slifka: Okay. Motion's made and seconded. Mr. Van Winkle, back to you.

Mr. Van Winkle: Yes. The Drug Enforcement Fund. When we arrest someone on drug charges, they have money on them. They have, are using a vehicle for that purpose. Those are all confiscated by the police department and the funding, that funds are then, go to the State of Connecticut and the Town of West Hartford for use for police services. We can't spend it on our ongoing operations but we can spend it on, those drug funds, we can spend them on improvements to our ongoing operations and, in this case, we are finishing up a project we've

been working on for about a year-and-a-half of putting cameras in all of our police vehicles. This allocation from the Drug Fund will put a camera in every vehicle that we use by the police department and will begin to provide us with better information as to how our law enforcement's efforts are moving forward. We are not yet doing body cameras and that's certainly something that we're watching other departments do and are learning from that and, at some point in the future, I think we probably will be coming back to talk about those sorts of things but, right now, we're just looking at an allocation for cameras that will be hooked to each of the police vehicles.

President Slifka: Thank you. Any further discussion? Okay. All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. We're up to Announcements.

ITEM #14 - ANNOUNCEMENTS

President Slifka: Most timely, tomorrow morning at 11 a.m. we have our annual Veterans Day Ceremony. Retired U.S. Army Lieutenant, Colonel Dr. Michael Gutman will be the guest speaker. This will be held at the Connecticut Veterans Memorial, which most of us know is our own memorial here on the corner of North Main and Farmington Avenue. The event will be held rain or shine and a special Thank You lunch buffet for veterans will be held immediately following the ceremony at the American Legion Post 96 on Raymond Road and it is free. No charge to veterans. Again, that's the Veterans Day Ceremony tomorrow morning at 11 a.m. at the memorial. There was an event on Saturday last week where it was announced the first One Book One Town title. There was an unveiling of the book that we hope will be the community talking for months and the selected book was *Outcasts United* by Warren St. John. It was a true story about disparate group of refugees in a southern town who are united by an American-educated Jordanian woman and they start a youth soccer team. The book was chosen for the themes of acceptance, inclusion, and diversity awareness. Special events will be held beginning in January and will culminate in April during National Library Week. If you'd like more information, you can go to our own website, that's westhartfordct.gov/1book1town, that's number 1 for each. Volunteers are needed for the Thanksgiving Day meal delivery on November 20th. Elmwood Kitchen is looking for volunteers to deliver their delicious Thanksgiving meals to homebound West Hartford residents on Thanksgiving morning. If you are available to bring Thanksgiving cheer to someone who will be alone on the holiday, please contact the Town of West Hartford's Human Service Office at 561-7567. That November 20th deadline, that is not obviously Thanksgiving Day, the delivery. It is the date by which we need to have you do your volunteering, so please that by this, by Friday, November 20th. The Fern Street Community Kitchen will offer a free community lunch for neighbors in need on Saturday, November 21st and Saturday, December 19th from 12:30 – 1:30 p.m. These family-friendly events will include a meal with dessert, prize drawings for grocery and restaurant gift cards, play area for kids, and a mini market of free food items to take home. The Fern Street Community Kitchen is located at the Universalist Church, 433 Fern Street. There is no charge. Reservations are not needed. All are welcome and if you'd like more information, please call 233-3669. The West Hartford Community Theater will present Rodgers and Hammerstein's *Carousel* November 20th, 21st, and 22nd at the Hall High School Theater. This is considered a master work in the American Musical

Theater. Admission is, well, ticket information go to west, whtheater.org or call 992-9428. Elmwood Community Center will be hosting gravity-defying fun with a comedy twist from Airborne Jugglers. This is on Saturday, November 21st from 1:30 – 2:45 p.m. and after the incredible show enjoy make your own ice cream sundaes. Registration is required, so please call 561-8160. And this one is a little early but getting in the holiday spirit, the Hartt School Community Division has announced its annual holiday production of Tchaikovsky's *The Nutcracker* opening Friday, December 11th at 7:30 p.m. at the University of Hartford. This year's production promises magical story-telling and vivid dancing with a newly choreographed second act. The shows will be held on the 11th, 12th, 13th, 18th, 19th, and 20th of December. For tickets, please call the University Box Office at (860) 768-4228. That concludes my list. Anyone else? No? Okay. Mrs. Kindall, go ahead.

Councilor Kindall: Playhouse on Park has got a new play coming up so, and I think it's called, I don't even remember the name of it. I know that they're extremely proud of it and it's sort of a cutting edge one and I just have loved everything I've seen there so I recommend people go to see it.

President Slifka: Excellent, whatever it may be.

Councilor Kindall: Whatever it may be, I don't care.

President Slifka: Okay.

Councilor Kindall: I'm going to look quickly but...

President Slifka: Okay. Again, no one can hear us apparently so...it's a limited benefit. All right. If there are no other...

Councilor Cantor: Passing Strange.

President Slifka: Passing Strange. Okay, thank you. Mr. Alair, you're sitting in for Mr. O'Brien but we do give you the chance to offer a Report from Corporation Counsel.

ITEM #15 - REPORTS OF CORPORATION COUNSEL

Mr. Alair: We have no report or I have no report. Happy to answer any questions but I'm really looking forward to the bad Japanese overdub of this meeting with the...

President Slifka: I am speechless. We will go to Appointments unless there are, I'm sorry, there are questions for Mr. Alair. Okay. Seeing none. We had no Appointments. No Executive Session. Consent Calendar, Mrs. Cantor.

ITEM #20 - CONSENT CALENDAR

ADOPTED

ITEM #13 – RESOLUTION TO APPROPRIATE GRANTS FUNDS AWARDED UNDER THE STATE OF CONNECTICUT-DEPARTMENT OF TRANSPORTATION’S STATE BRIDGE PROGRAM FOR UTILITY WORK ASSOCIATED WITH THE REPLACEMENT OF THE MAYFLOWER STREET BRIDGE

WHEREAS, the Town of West Hartford has entered into an agreement with the State of Connecticut to disconnect, temporarily relocate and reconnect Town fiber optic communication cables to facilitate the State construction project to replace the Mayflower Street Bridge, and

WHEREAS, the total estimated project cost is \$71,000, and

WHEREAS, the Town of West Hartford, Engineering Division will receive approximately \$71,000 in reimbursement for said utility relocation,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the fiscal year 2015-2016 budget of the Capital Projects Fund is hereby amended as follows:

Estimated Revenue

| | | |
|----------------------|---------------------|----------|
| 41-871650-80003-9071 | State Grant Revenue | \$71,000 |
|----------------------|---------------------|----------|

Increase Appropriations

| | | |
|----------------------|-----------------------------|----------|
| 41-871650-80003-3013 | Engineering Services | \$6,100 |
| 41-871650-80003-3025 | Other Professional Services | \$65,000 |

ITEM #18 – MINUTES FROM COMMUNITY PLANNING AND PHYSICAL SERVICES COMMITTEE – 10/19/15

ITEM #19 – MINUTES FROM FINANCE AND BUDGET COMMITTEE – 10/27/15

Councilor Cantor: I move that we adopt.

Councilor Kindall: Second.

President Slifka: All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries.

COMMUNICATIONS

SUSPENSE ITEM – LETTER FROM CHRIS WILLIAMS RESIGNING FROM CONSERVATION & ENVIRONMENT COMMISSION AND AS TOWN COUNCIL ZONING ALTERNATE

President Slifka: All right, under Communications we had one Suspense Item. I'd like to entertain a motion to suspend the rules to receive the resignation of Chris Williams because he'll soon be joining us at this table.

Councilor Cantor: So moved.

Councilor Kindall: Second.

President Slifka: All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. So I'd like to entertain a motion to receive the resignation of Chris Williams from, as a Council Zoning Alternate and...

Councilor Kindall: Conservation.

President Slifka: ...and from the Conservation and Environment Commission.

Councilor Cantor: So moved.

Councilor Kindall: Second.

President Slifka: All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. And number 21, Mrs. Cantor?

ITEM #21 - FROM KEVIN ADAMS (11-2-15) RESIGNING FROM THE RISK MANAGEMENT ADVISORY BOARD:

Councilor Cantor: From Kevin Adams (11-2-15) resigning from the Risk Management Advisory Board, I move that we receive.

Councilor Kindall: Second.

President Slifka: Any discussion? Mrs. Hall?

Councilor Hall: I would just like to take the opportunity to thank Kevin Adams for his service on Risk Management and also Chris Williams for his service on those Committees and we will have some replacements to find, so if there's anyone who is interested in volunteering on those Committees, I'd be happy to talk to them about it. Thanks.

President Slifka: And if they can hear you, they're uniquely gifted and they can fill the spot.

Councilor Hall: Read lips.

President Slifka: So we still need to vote, so all those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. We have no Petitions so I'd like to entertain a Motion to Adjourn.

ITEM #23 - ADJOURNMENT:

Councilor Cantor: So moved.

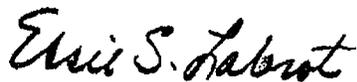
Councilor Kindall: Second.

President Slifka: All those in favor?

All: Aye.

President Slifka: Those opposed? Motion carries. We're adjourned. Good night.

Meeting adjourned at 9:08 p.m.



Essie S. Labrot
Town Clerk/Council Clerk

ESL/dd

APPROVED AT DECEMBER 10, 2015 TOWN COUNCIL MEETING

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH
CSEA, LOCAL 2001, SEIU, PROFESSIONAL & MANAGEMENT UNIT
FOR THE PERIOD JULY 1, 2013 THROUGH JUNE 30, 2017**

WHEREAS, a tentative agreement has been reached with CSEA, Local 2001, SEIU, which represents members of the Professional and Management Unit; and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF WEST HARTFORD that the tentative agreement with CSEA, Local 2001, SEIU, Professional and Management Unit is approved and the Town Manager is directed to execute and implement such agreement.

VAN WINKLE

11/10/15

FISCAL IMPACT STATEMENT

**Subject: Proposed Agreement with
CSEA, Local 2001, SEIU
Professional & Management Unit**

Background:

A tentative agreement was reached with the Professional and Management bargaining unit relating to wages, hours, and conditions of employment. It has been ratified by the bargaining unit and is submitted to the Town Council for consideration and decision to either approve or reject such agreement.

Issues:

The tentative agreement contains the following changes to the existing collective bargaining agreement with the Professional & Management bargaining unit:

1. **Article VIII, Section 1 – Wages.**

Pay ranges will increase by the following percentages:

| | |
|--------------|-------|
| July 1, 2013 | 2.00% |
| July 1, 2014 | 2.00% |
| July 1, 2015 | 2.25% |
| July 1, 2016 | 2.25% |

The cost of this proposal in the 2013-2014 fiscal year is \$126,080, or 2.0% of this unit's payroll plus additional payments, by the Town, of \$8,195 in Social Security contributions and \$1,828 in Medicare tax.

The cost of this proposal in the 2014-2015 fiscal year is \$128,802, or 2.0% of this unit's payroll plus additional payments, by the Town, of \$8,372 in Social Security contributions and \$1,868 in Medicare tax.

The cost of this proposal in the 2015-2016 fiscal year is \$148,030, or 2.25% of this unit's payroll plus additional payments, by the Town, of \$9,622 in Social Security contributions and \$2,146 in Medicare tax.

The cost of this proposal in the 2016-2017 fiscal year is \$151,626, or 2.25% of this unit's payroll plus additional payments, by the Town, of \$9,856 in Social Security contributions and \$2,199 in Medicare tax.

FISCAL IMPACT STATEMENT

2. **Article IX, Section 11 – Insurance and Pension** – Employee Contribution to the Pension Plan

This proposal increases employee contributions toward their pension benefit. Effective and retroactive to July 1, 2014, an employee contribution shall increase an additional .5% to 3.5% of gross compensation; 4.0% effective and retroactive to July 1, 2015; 4.5% effective July 1, 2016; and 5.0% effective June 30, 2017. The proposal also provides that the employee contribution in effect on June 30, 2017 shall extend into the next contract period. Additionally, the proposal provides that an employee hired after the date of ratification shall continue their contribution to the pension fund through the entire term of employment without reduction, regardless of years of service.

The projected additional employee contribution in the 2014-15 fiscal year is \$32,896.
The projected additional employee contribution in the 2015-16 fiscal year is \$33,695.
The projected additional employee contribution in the 2016-17 fiscal year is \$34,513.

3. **Article IX, Section 11 – Insurance and Pension** – New Pension Plan Part E

This proposal provides that employees hired on or after the date of ratification will become members of the Town of West Hartford Pension Plan, Part E. Part E is a “hybrid” plan composed of a defined benefit and defined contribution component. Part E members will contribute 3% of their base wages to the Plan. The defined benefit shall be calculated as 1% per year of credited service times the employee’s final rate of compensation up to a maximum of 35 years. Additionally, the Town shall contribute an amount equal to 2.25% of the employee’s base wage to an IRS 401(a) Plan. The Employee shall also allocate 2.25% of his/her base wage to the Plan. All other eligibility criteria remain unchanged.

The overall impact of this provision will be a 50% reduction in future pension plan liabilities.

4. **Article IX, Section 11 – Insurance and Pension** – Treatment of Pre-86 Service for Social Security Offset

This proposal allows for an adjustment of credited service for members with years of service prior to January 1, 1986 who are subject to a social security benefit offset. For members with service prior to January 1, 1986 who have total Town service exceeding 30 years, the years of service subject to the offset will be adjusted by the amount of service worked beyond the maximum of 30 years.

The cost of this proposal is very limited due to the number of impacted employees remaining in this unit, the pre-1986 wages paid to the employee and the maximum retirement allowance provided under the Pension Plan.

5. **Article IX, Section 11 – Insurance and Pension** – Deferred Compensation

FISCAL IMPACT STATEMENT

This proposal increases the Town's match to an employee's deferred compensation program by .5% effective January 1, 2016 not to exceed 1.7% of an employee's annual base pay. The proposal also adjusts the deferred compensation plan year from a fiscal year to calendar year program for ease of financial administration and an adjustment for the six month shift in calendar year 2016 is provided.

The actual cost impact of this proposal is dependent upon employee participation in the savings plan.

6. **Article IX, Section 1 – Insurance and Pension** – High Deductible Health Plan

This proposal modifies the Town's health insurance coverage offered to employees by providing an additional option besides the traditional Preferred Provider Organization (PPO) plan. All active and future eligible employees will be allowed to participate in a High Deductible Health Plan (HDHP) with Health Savings Account (HSA) health plan effective January 1, 2016. The Town will set up and maintain the HDHP and HSA program.

The Town shall fund 50% of the annual deductible for participants in the HDHP option.

The initial cost impact of this proposal is difficult to estimate due to the fact that the HDHP will be offered as an option. The cost differential between the HDHP and the PPO is approximately 18%.

7. **Article IX, Section 1 – Insurance and Pension** – Employee Contribution to Health Insurance Plan

This provision addresses the premium cost share employees contribute toward the cost of health insurance coverage. This proposal increases employee contribution to 17% of the fully insured rate for the Town's PPO plan or 16% of the fully insured rate for members who elect to participate in the High Deductible Health Plan, not to exceed three percent (3%) of the employee's annual earnings calculated from base pay.

The cost impact of this proposal is an additional 13% increase in employee contributions and a corresponding 13% decrease in the Town's contributions towards the cost of health care.

8. **Article IX, Section 2 – Insurance and Pension** – Increase in Prescription Co-Payments

This proposal modifies the prescription drug program by increasing generic co-pays to \$10 and instituting a formulary with co-pays of \$25 for brand preferred and \$40 for brand non-preferred drugs. The mail order co-pays shall be \$20 for generic drugs, \$50 for brand preferred and \$80 for brand non-preferred drugs.

The cost impact of this proposal is a reduction of approximately 12% in prescription drug expenses for the Town.

FISCAL IMPACT STATEMENT

9. **Article IX, Section 1 – Insurance and Pension** – PPO Health Plan Design Changes

This proposal modifies provisions of the Town’s Preferred Provider Organization (PPO) health plan, effective upon ratification, by increasing the in-network co-pay for office visits to \$20 per visit; increases the in-network emergency room deductible, if not admitted to \$125 per visit; and establishes a \$100 co-pay for in-network, in-patient hospital admission.

The cost impact of this proposal is a reduction of approximately 5% in health care expenses for the Town.

10. **Article IX, Section 3 – Insurance and Pension** – Retiree Health and Prescription Drug Plan

This proposal applies to employees hired on or after the date of ratification, who retire with a normal, unreduced pension benefit with eligibility at age 65 with 15 years of service or age 62 with 35 years of service. Employees shall be required to pay 50% of the fully insured rate for the individual or dependent coverage elected. The health program shall be the same as current active members until the retiree reaches Medicare eligibility. The proposal also provides the employee will continue to make a health plan contribution to the Town for as long as the retiree is receiving health benefits through the Town’s insurance plans, including the Medicare Supplement Plan.

The overall impact of this proposal will be a 50% reduction in future retiree health care liabilities.

11. **Article IX, Section 3 – Insurance and Pension** – Retiree Health and Prescription Drug Plan

This proposal permits employees who are otherwise eligible to receive retiree health care benefits immediately upon separation from Town service and elect to opt-out of coverage, to elect coverage in the future, as if they had elected coverage at the time of retirement.

This provision avoids potential costs to the Town’s health plan and limits the duration of exposure as the retiree gets closer to Medicare eligibility.

12. **Article IX – Insurance and Pension** – Life Insurance

This proposal modifies the life insurance benefit for active employees from \$50,000 to the greater of one times the employee’s base annual salary or \$60,000.

The cost impact of this proposal is an increase of \$1,100 in life insurance premiums.

13. **Article V – Holidays** –

FISCAL IMPACT STATEMENT

This proposal converts the Lincoln's Birthday holiday to a floating holiday and renames Washington's Birthday to President's Day. Employees shall be permitted to take the floating holiday with pay during the fiscal year at a time mutually agreed to between the employee and their supervisor.

There is no cost impact to this proposal, but increases productivity by offering Town services one additional day.

14. **Article VII – Sick Leave** – Treatment Upon Separation

This proposal eliminates payment of sick leave accrual for employees hired after the date of ratification who retire from Town service.

The cost impact of this proposal is to reduce the pay-out of accrued sick leave for employees who retire under the Pension Plan immediately upon separation from service. This proposal eliminates sick leave payout. Specific cost impact cannot be determined because employees have not yet been hired and payouts would not occur until their retirement and would be based upon wages paid at that time.

15. **Article XIII – Miscellaneous** – Union Business Leave

This proposal clarifies and limits leave provision for those in the unit who participate in negotiations and other authorized conferences, institutes, or seminars provided by the Union. The proposed provision is consistent with existing language in other CSEA, Local 2001, SEIU contracts.

There is no additional cost impact associated with this provision.

16. **Article IV – Grievance Procedure**

This proposal separates Section 1 of this Article in the existing contract into a separate Article titled "Disciplinary Action". All other sections of the existing Article IV remains the same and the contract once ratified by all parties will be renumbered.

There is no fiscal impact associated with this provision.

17. **MOU – Family and Medical Leave Act, as Amended**

The proposal incorporates updated provisions of the Family and Medical Leave Act into the contract relating to Military Caregiver and Family Member with Serious Injury or Illness Incurred in the Line of Duty.

FISCAL IMPACT STATEMENT

There is no fiscal impact associated with this provision.

18. Article XIV – Duration

Dates for the duration of the bargaining unit agreement are proposed to be changed to July 1, 2013 through June 30, 2017.

There is no cost impact to this provision.

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH
CSEA, LOCAL 2001, SEIU, GOUNDS MAINTENANCE UNIT
FOR THE PERIOD JULY 1, 2013 THROUGH JUNE 30, 2017**

WHEREAS, a tentative agreement has been reached with CSEA, Local 2001, SEIU, which represents members of the Grounds Maintenance Unit; and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF WEST HARTFORD that the tentative agreement with CSEA, Local 2001, SEIU, Grounds Maintenance Unit is approved and the Town Manager is directed to execute and implement such agreement.

VAN WINKLE
11/10/15

FISCAL IMPACT STATEMENT

**Subject: Proposed Agreement with
CSEA, Local 2001, SEIU
Grounds Maintenance Unit**

Background:

A tentative agreement was reached with the Grounds Maintenance bargaining unit relating to wages, hours, and conditions of employment. It has been ratified by the bargaining unit and is submitted to the Town Council for consideration and decision to either approve or reject such agreement.

Issues:

The tentative agreement contains the following changes to the existing collective bargaining agreement with the Professional & Management bargaining unit:

1. Article IX, Section 1 – Wages.

Pay ranges will increase by the following percentages:

| | |
|--------------|-------|
| July 1, 2013 | 2.00% |
| July 1, 2014 | 2.00% |
| July 1, 2015 | 2.25% |
| July 1, 2016 | 2.25% |

The cost of this proposal in the 2013-2014 fiscal year is \$23,943 or 2% of this unit's payroll plus additional payments, by the Town, of \$1,556 in Social Security contributions and \$347 in Medicare tax.

The cost of this proposal in the 2014-2015 fiscal year is \$24,460, or 2% of this unit's payroll plus additional payments, by the Town, of \$1,590 in Social Security contributions and \$355 in Medicare tax.

The cost of this proposal in the 2015-2016 fiscal year is \$28,111 or 2.25% of this unit's payroll plus additional payments, by the Town, of \$1,827 in Social Security contributions and \$408 in Medicare tax.

The cost of this proposal in the 2016-2017 fiscal year is \$28,794, or 2.25% of this unit's payroll plus additional payments, by the Town, of \$1,872 in Social Security contributions and \$418 in Medicare tax.

FISCAL IMPACT STATEMENT

2. Article VIII, Section 11 – Insurance and Pension – Employee Contribution to the Pension Plan

This proposal increases employee contributions toward their pension benefit. Effective and retroactive to July 1, 2014, an employee contribution shall increase an additional .5% to 3.5% of gross compensation; 4.0% effective and retroactive to July 1, 2015; 4.5% effective July 1, 2016; and 5.0% effective June 30, 2017. The proposal also provides that the employee contribution in effect on June 30, 2017 shall extend into the next contract period. Additionally, the proposal provides that an employee hired after the date of ratification shall continue their contribution to the pension fund through the entire term of employment without reduction, regardless of years of service.

The projected additional employee contribution in the 2014-15 fiscal year is \$6,247.
The projected additional employee contribution in the 2015-16 fiscal year is \$6,399.
The projected additional employee contribution in the 2016-17 fiscal year is \$6,554.

3. Article VIII, Section 11 – Insurance and Pension – New Pension Plan Part E

This proposal provides that employees hired on or after the date of ratification will become members of the Town of West Hartford Pension Plan, Part E. Part E is a “hybrid” plan composed of a defined benefit and defined contribution component. Part E members will contribute 3% of their base wages to the Plan. The defined benefit shall be calculated as 1% per year of credited service times the employee’s final rate of compensation up to a maximum of 35 years. Additionally, the Town shall contribute an amount equal to 2.25% of the employee’s base wage to an IRS 401(a) Plan. The Employee shall also allocate 2.25% of his/her base wage to the Plan. All other eligibility criteria remain unchanged.

The overall impact of this provision will be a 50% reduction in future pension plan liabilities.

4. Article VIII, Section 11 – Insurance and Pension – Treatment of Pre-86 Service for Social Security Offset

This proposal allows for an adjustment of credited service for members with years of service prior to January 1, 1986 who are subject to a social security benefit offset. For members with service prior to January 1, 1986 who have total Town service exceeding 30 years, the years of service subject to the offset will be adjusted by the amount of service worked beyond the maximum of 30 years.

The cost of this proposal is very limited due to the number of impacted employees remaining in this unit, the pre-1986 wages paid to the employee and the maximum retirement allowance provided under the Pension Plan.

5. Article VIII, Section 11 – Insurance and Pension – Deferred Compensation

FISCAL IMPACT STATEMENT

This proposal increases the Town's match to an employee's deferred compensation program by .75% effective January 1, 2016 not to exceed 1.95% of an employee's annual base pay.

The actual cost impact of this proposal is dependent upon employee participation in the savings plan.

6. **Article VIII, Section 1 – Insurance and Pension** – High Deductible Health Plan

This proposal modifies the Town's health insurance coverage offered to employees by providing an additional option besides the traditional Preferred Provider Organization (PPO) plan. All active and future eligible employees will be allowed to participate in a High Deductible Health Plan (HDHP) with Health Savings Account (HSA) health plan effective January 1, 2016. The Town will set up and maintain the HDHP and HSA program.

The Town shall fund 50% of the annual deductible for participants in the HDHP option.

The initial cost impact of this proposal is difficult to estimate due to the fact that the HDHP will be offered as an option. The cost differential between the HDHP and the PPO is approximately 18%.

7. **Article VIII, Section 11 – Insurance and Pension**- Pension Cola Refund

This provision provides for a refund of employee contributions for a Pension Cola benefit. Additionally, employees will have no rights now or in the future to a Cola Adjustment to their pension benefit.

There is no cost impact to this proposal. The original design of this benefit was cost neutral. Therefore, the reimbursement of the funds will be offset by a reduction in future liabilities.

8. **Article VIII, Section 11 – Insurance and Pension**- Pension Purchase of Previous Service

This provision provides for a refund of employee contributions towards previous eligible Municipal or Government service.

There is no cost impact to this proposal. The original design of this benefit was cost neutral. Therefore, the reimbursement of the funds will be offset by a reduction in future liabilities.

9. **Article IX, Section 1 – Wages - Stipend for** - CDL Class A License

This provision provides for a stipend of \$1.50 per hour for any employee that obtains and maintains a (Commercial Driver's License) CDL Class A Motor Vehicle License.

FISCAL IMPACT STATEMENT

The cost of this provision is approximately \$7500 based on current staffing. However, the provision allows greater flexibility in utilizing larger equipment at and around worksites.

10. **Article X, Hours of Work and Overtime, Section 7-** Meal Money

This provision provides for a deposit of \$300 into the employee's deferred compensation plan in lieu of a check for \$300 paid to the employee on July 1, of each fiscal year.

There is no cost impact to this proposal.

11. **Article VIII, Section 1 – Insurance and Pension** – Employee Contribution to Health Insurance Plan

This provision addresses the premium cost share employees contribute toward the cost of health insurance coverage. This proposal increases employee contribution to 17% of the fully insured rate for the Town's PPO plan or 16% of the fully insured rate for members who elect to participate in the High Deductible Health Plan, not to exceed three percent (3%) of the employee's annual earnings calculated from base pay.

The cost impact of this proposal is an additional 13% increase in employee contributions and a corresponding 13% decrease in the Town's contributions towards the cost of health care.

12. **Article VIII, Section 2 – Insurance and Pension** – Increase in Prescription Co-Payments

This proposal modifies the prescription drug program by increasing generic co-pays to \$10 and instituting a formulary with co-pays of \$25 for brand preferred and \$40 for brand non-preferred drugs. The mail order co-pays shall be \$20 for generic drugs, \$50 for brand preferred and \$80 for brand non-preferred drugs.

The cost impact of this proposal is reduction of approximately 12% in prescription drug expenses for the Town.

13. **Article VIII, Section 1 – Insurance and Pension** – PPO Health Plan Design Changes

This proposal modifies provisions of the Town's Preferred Provider Organization (PPO) health plan, effective upon ratification, by increasing the in-network co-pay for office visits to \$20 per visit; increases the in-network emergency room deductible, if not admitted to \$125 per visit; and establishes a \$100 co-pay for in-network, in-patient hospital admission.

The cost impact of this proposal is a reduction of approximately 5% in health care expenses for the Town.

14. **Article VIII, Section 3 – Insurance and Pension** – Retiree Health and Prescription Drug Plan

FISCAL IMPACT STATEMENT

This proposal applies to employees hired on or after the date of ratification, who retire with a normal, unreduced pension benefit with eligibility at age 65 with 15 years of service or age 62 with 35 years of service. Employees shall be required to pay 50% of the fully insured rate for the individual or dependent coverage elected. The health program shall be the same as current active members until the retiree reaches Medicare eligibility. The proposal also provides the employee will continue to make a health plan contribution to the Town for as long as the retiree is receiving health benefits through the Town's insurance plans, including the Medicare Supplement Plan.

The overall impact will be a 50% reduction in future retiree health care liabilities.

15. **Article VIII, Section 3 – Insurance and Pension** – Retiree Health and Prescription Drug Plan

This proposal permits employees who are otherwise eligible to receive retiree health care benefits immediately upon separation from Town service and elect to opt-out of coverage, to elect coverage in the future, as if they had elected coverage at the time of retirement.

This provision avoids potential costs to the Town's health plan.

16. **Article VIII – Section 6 Insurance and Pension** – Life Insurance

This proposal modifies the life insurance benefit for active employees from \$50,000 to the greater of one times the employee's base annual salary or \$60,000.

The cost impact of this proposal is an increase of \$450 in life insurance premiums.

17. **Article V – Holidays** –

This proposal converts the Lincoln's Birthday holiday to a floating holiday and renames Washington's Birthday to President's Day. Employees shall be permitted to take the floating holiday with pay during the fiscal year at a time mutually agreed to between the employee and their supervisor.

There is no cost impact to this proposal, but increases productivity by offering Town services one additional day.

18. **Article VII – Sick Leave** – Treatment Upon Separation

This proposal eliminates payment of sick leave accrual for employees hired after the date of ratification who retire from Town service.

FISCAL IMPACT STATEMENT

The cost impact of this proposal is to reduce the pay-out of accrued sick leave for employees who retire under the Pension Plan immediately upon separation from service. This proposal eliminates sick leave payout. Specific cost impact cannot be determined because employees have not yet been hired and payouts would not occur until their retirement and would be based upon wages paid at that time.

19. **Article XIII – Section 8 Seniority and Layoffs – Contracting out Provisions**

This proposal continues the provision prohibiting contracting out of services provided by this unit, when there is resultant loss of wages or hours to this unit.

There is no fiscal impact associated with this provision.

20. **Article IV – Grievance Procedure**

This proposal separates Section 1 of this Article in the existing contract into a separate Article titled “Disciplinary Action”. All other sections of the existing Article IV remains the same and the contract once ratified by all parties will be renumbered.

There is no fiscal impact associated with this provision.

21. **MOU – Family and Medical Leave Act, as Amended**

The proposal incorporates updated provisions of the Family and Medical Leave Act into the contract relating to Military Caregiver and Family Member with Serious Injury or Illness Incurred in the Line of Duty.

There is no fiscal impact associated with this provision.

22. **Article XIV – Duration**

Dates for the duration of the bargaining unit agreement are proposed to be changed to July 1, 2013 through June 30, 2017.

There is no cost impact to this provision.