



Special Town Council Meeting Minutes

Tuesday February 12, 2019 at 7:00 PM, in the Matthew Thornton Room

Chairman Rothhaus called the special meeting of the Town Council to order at 7:00 p.m. Present at the meeting were Vice Chairman Koenig, Councilor Harrington, Councilor Healey, Councilor Thornton, and Assistant Town Manager/Finance Director Paul Micali. Councilors Albert and Boyd and Town Manager Cabanel were excused.

Pledge of Allegiance

Chairman Rothhaus led in the Pledge of Allegiance.

Announcements - None

Comments from the Press and Public - None

New Business

1. Ratification of Collective Bargaining Agreement(s)

Submitted by Town Manager Eileen Cabanel

Town Council to consider ratification of tentative collective bargaining agreement(s).

AFSCME 93, Local 3657 - Police and Fire Supervisors

The Collective Bargaining Agreement (CBA) is with Police Lieutenants, Captains, Deputy Fire Chief, Fire Captains, Fire Marshal, Fire Administrative Officer, Fire Lieutenants, Fire Inspectors, and Assistant Communications Supervisor.

The 4-year CBA (July 1, 2019 - June 30, 2023) has initial wage adjustments of 3% effective July 1, 2019 for fire employees and 2% effective July 1 in each year of the 4 years of the contract for all employees in the union.

Police Department employees can earn an additional incentive of \$416/year if they attain certification in 2 additional FBI - Law Enforcement Executive Development Association (LEEDA) Leadership Institutes. This incentive is in addition to the current command training certification incentive for having certification in one of these leadership institutes.

The prescription drug plan is changed to be the same plan as all other full-time employees, RX \$10/20/45.

There is an increased incentive for Fire Department Paramedic Certification; from \$1,500 to \$3,500/year. This pertains to Fire Department employees only.

There is an increase in the life insurance benefit for spouse and children to \$10,000.

The agreement also includes other small benefit and language changes specific to the needs of the group as well as the Town.

1
2 Vice Chairman Koenig commented there is a 3% wage adjustment for the Fire Department employees
3 only, and then 2% across the board for the entire union. The Fire Department has adjustments to their
4 pay scale to bring them in line with neighboring communities. That results in the 3% increase for the
5 first year, which is in addition to the 2%.

6
7 Councilor Harrington spoke of the tax on high-cost employer-sponsored health coverage under the
8 Affordable Care Act (not yet instituted). The tax is 40% of the cost of health coverage that exceeds
9 predetermined threshold amounts. For planning purposes, the thresholds for high-cost plans are
10 currently \$10,200 for individual coverage, and \$27,500 for family coverage.

11
12 The unions have conceded that if that is established and implemented, they will adjust their health
13 insurance plans to go below the definition of a Cadillac plan. Changing of a health plan is a major
14 concession. She thanked the unions for that concession.

15
16 Assistant Town Manager/Finance Director Micali stated that concession was received from all five
17 unions.

18
19 **MOTION made by Councilor Healey and seconded by Councilor Koenig that the Town Council**
20 **ratify the Tentative Agreement reached with the AFSCME 93, Local 3657 - Police and Fire**
21 **Supervisors, which includes a net cost of Sixty-Eight Thousand Four Hundred Twenty-One**
22 **Dollars (\$68,421) in the first year, so that the Tentative Agreement may be put on the warrant**
23 **for voter approval at Town Meeting. MOTION CARRIED 5-0-0**

24
25 Teamsters, Local 633 - Public Works Supervisors and Secretaries

26
27 The CBA is with the Wastewater Chief Operator, Industrial Pretreatment Manager, Laboratory
28 Manager, Wastewater Maintenance Manager, Equipment Maintenance Foreman, Secretary/Scale
29 Operator, Secretary, Solid Waste Foreman, Roads and Bridges Foreman, Construction and Highway
30 Foreman, Parks and Recreation Foreman, and Assistant Maintenance Manager.

31
32 The 3-year CBA (July 1, 2019 - June 30, 2022) includes a wage increase of 2% in each year of the
33 contract, a change in the short-term disability insurance to go from 70% up to \$700 per week to 60%
34 without a cap, an increase in the boot allowance from \$130 to \$200 per year, and other small benefit
35 and language changes specific to the needs of the group as well as the Town.

36
37 **MOTION made by Councilor Harrington and seconded by Councilor Koenig that the Town**
38 **Council ratify the Tentative Agreement reached with the Teamsters Local 633 - Public Works**
39 **Supervisors and Secretaries, which includes a net cost of Eighteen Thousand One Hundred**
40 **Forty-Six Dollars (\$18,146) in the first year, so that the Tentative Agreement may be put on the**
41 **warrant for voter approval sat Town Meeting. MOTION CARRIED 5-0-0**

42
43 AFSCME 93, Local 2986 - Public Works Department Laborers

44
45 The CBA is with the Maintainer I, Recycling Attendant, Equipment Operator I, Operator I, Mechanic
46 I, Equipment Operator II, Compost Foreman, Equipment Operator III, Lab Technician, Operator II,
47 Mechanic II, and Operator II/Lab Technician.

1 The 3-year contract (July 1, 2019 - June 30, 2022) includes a 2% wage increase effective July 1 in each
2 of the 3 years of the contract for all employees in the union, a change in the differential pay from
3 \$0.75/hour to \$1.00/hour, an increase in the clothing allowance from \$200 to \$275 and effective July 1,
4 2021, an increase to \$300, and other small benefit and language changes specific to the needs of the
5 group as well as the Town.
6

7 Assistant Town Manager/Finance Director Micali noted the differential pay change is for Saturday and
8 Sunday differential. Employees who are regularly scheduled to work on Saturday and Sunday receive
9 a differential. The contract calls for an increase in that differential.
10

11 **MOTION made by Councilor Thornton and seconded by Councilor Healey that the Town**
12 **Council ratify the Tentative Agreement reached with the AFSCME 93, Local 2986 - Public**
13 **Works Department Laborers, which includes a net cost of Fifty-One Thousand Five Hundred**
14 **Forty-Two Dollars (\$51,542) in the first year, so that the Tentative Agreement may be put on the**
15 **warrant for voter approval at Town Meeting. MOTION CARRIED 5-0-0**
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17 **Comments from the Press** - None
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19 **Comments from the Public** - None
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21 **Comments from the Council**
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23 Vice Chairman Koenig noted Councilor Boyd submitted an email indicating he would be unable to
24 attend the meeting; however, wished to express his support for the contracts and appreciation to the
25 team of the Town Manager, Assistant Town Manager/Finance Director, and Human Resources
26 Coordinator for their work, on the Town's behalf, with the negotiations.
27

28 Vice Chairman Koenig expressed his gratitude to Town staff for the work done on the Town's behalf
29 and to the unions for coming to the table and getting all these contracts settled.
30

31 Chairman Rothhaus stated appreciation for the efforts of the staff and unions.
32

33 **Adjourn**
34

35 **MOTION made by Councilor Thornton and seconded by Councilor Harrington to adjourn the**
36 **meeting. MOTION CARRIED 5-0-0**
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38 *The February 12, 2019 special meeting of the Town Council was adjourned at 7:12 p.m.*
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42 Submitted by Dawn MacMillan