

**MINUTES
REPRESENTATIVE TOWN MEETING
SEPTEMBER 28, 2015**

CALL TO ORDER

RECEIVED
OCT - 1 2015
TOWN CLERK'S OFFICE
DARIEN CT.

A Regular Meeting of the Representative Town Meeting was called to order at 8:09 p.m. by Donna Rajczewski, Town Clerk.

The following members were present:

From District I, there were 8 members present, 7 absent.
From District II, there were 11 members present, 5 absent.
From District III, there were 11 members present, 5 absent.
From District IV, there were 13 members present, 2 absent.
From District V, there were 13 members present, 4 absent.
From District VI, there were 13 members present, 2 absent.

The absentees from District I were: Dupont, Dweck, Hayes, Keane, P. Kelly,
van der Kieft, von Stuelpnagel

The absentees from District II were: Conroy, Finn, Hoffman, Keith, Mundt.

The absentees from District III were: Camuti, Conniff, Hegarty, Schulz-Amatruda,
Washecka.

The absentees from District IV were: Millar, Rayhill

The absentees from District V were: Boulton, Fead, LeHan, R. Young.

The absentees from District VI were: Lauritzen, D. Young.

The Moderator, Sarah Seelye, assumed the Chair.

ACCEPTANCE OF THE AGENDA

**** THE AGENDA WAS ACCEPTED BY UNIVERSAL CONSENT.**

APPROVAL OF THE MINUTES

**** THE MINUTES OF THE JUNE 8, 2015 AND THE JUNE 22, 2015 SPECIAL MEETING WERE ACCEPTED BY UNIVERSAL CONSENT.**

ANNOUNCEMENTS

The Moderator welcomed Town officials in attendance: Superintendent of Schools, Dr. Dan Brenner; Parks & Rec Director Pam Gery; newly appointed Town Administrator, Kate Buch; and Human Resources Director, Lee Palmer. She noted that Police Chief Duane Lovello was unable to attend.

SPEAKERS

Dr. Dan Brenner, Superintendent of Darien Public Schools gave an overview of his background experience and highlights of his resume of the past twenty years as an educator and administrator in public schools.

RTM, September 28, 2015

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Ms. Pam Gery, Director of Parks & Recreation, gave an overview of her background experience and highlights of her resume of the past ten years in the field of recreation and parks management.

Mr. Frank Huck, Chairman of the Consolidated Services Committee listed the members of the Advisory Group and gave an overview of the mission and charge of the Committee. He stated that the objectives are to provide greater efficiencies with purchasing and operations management to utilize expertise of the Town in a collaborative effort to gain energy savings through technology and synergistic measures. He noted that the full report is available on the Town website that includes recommendations on health insurance providers and coverage and technology processes that will be forthcoming to the Board of Education for approval action.

15-18

CONSIDERATION AND ACTION ON THE TRANSFER OF THE CARE, CUSTODY AND CONTROL OF PROPERTY LOCATED AT 32 HOYT STREET TO THE DARIEN BOARD OF EDUCATION

**** DENNIS MARONEY, DISTRICT III, CHAIR EDUCATION COMMITTEE, MOVED:**

WHEREAS, property located at and known as 32 Hoyt Street is owned by the Town of Darien; and

WHEREAS, said property was previously occupied by a single family residence which has now been demolished; and

WHEREAS, said property is directly adjacent to the Holmes Elementary School; and

WHEREAS, it is the desire of the Town of Darien to transfer the care, custody and control of the property at 32 Hoyt Street to the Darien Board of Education;

NOW THEREFORE BE AND IT IS HEREBY RESOLVED that the Representative Town Meeting of the Town of Darien hereby transfers the care, custody and control of 32 Hoyt Street to The Darien Board of Education for school purposes.

**** THE MOTION WAS SECONDED FROM THE FLOOR.**

Dennis Maroney, District III, Chair of the Education Committee read his report noting the rationale for the recommendation for approval of the property transfer. (attached)

**** ITEM 15-18 CARRIED UNANIMOUSLY ON A RISING TALLY VOTE OF 68 IN FAVOR.**

15-19

CONSIDERATION AND ACTION ON THE NEWLY NEGOTIATED CONTRACT BETWEEN THE TOWN AND THE PUBLIC WORKS UNION

**** MARK ADILETTA, DISTRICT V, PUBLIC WORKS COMMITTEE CHAIR,
MOVED:**

WHEREAS, contract negotiations between the Town of Darien and the Darien Public Works Employees' Union local 1303-292 of Connecticut Council #4 of the American Federation of State, County and Municipal Employees have been ongoing; and

WHEREAS, the Town of Darien and the Darien Public Works Employees' Union have reached an understanding on the terms of the agreement and have recommended its adoption; and

WHEREAS, the Board of Selectman and the Board of Finance of the Town of Darien have approved this new agreement which runs from July 1, 2014 through June 30, 2017;

NOW THEREFORE, BE IT RESOLVED THAT the Representative Town Meeting of the Town of Darien hereby approves said three (3) year agreement commencing on July 1, 2014 through June 30, 2017 with the Darien Public Works Employees' Union. Said agreement is summarized in the memorandum attached hereto and made part hereof and is more specifically described in the contract on file in the office of the Darien Town Clerk.



TOWN OF DARIEN
HUMAN RESOURCES DEPARTMENT

DIRECTOR

W LEEPALM

To: Representative Town Meeting

From: W. Lee Palmer, Director of

Human Resources Date: September 14,

2015

Re: Darien Public Works Employees' Union Settlement Agreement

The Town recently came to terms with the Darien Public Works Employees' Union, Local 1303-

292 of Connecticut Council #4 of the American Federation of State, County and Municipal Employees (AFSCME) on a new collective bargaining agreement. The Union ratified the terms of a successor Agreement on Monday, August 31, 2015. The new Agreement would run from July 1, 2014 through June 30, 2017. This bargaining unit contains 28 members. The highlights of the Agreement include:

Salaries:

Contract Year	General Wage Increase
July 1, 2014 – June 30, 2015	2.00%
July 1, 2015 – June 30, 2016	2.50%
July 1, 2016 – June 30, 2017	2.50%

By way of comparison, the wage rate for the retro year of the contract (2014-2015) is consistent with the statewide average for arbitration awards and negotiated settlements for that year (2.18% and 2.36% respectively). The two (2) remaining years of the contract (2015-2016 and 2016-2017) are well within the range of statewide negotiated settlements which have seen settlements topping out at 2.66%.

The cost of the wage settlement for FY 14-15 and FY 15-16 are well within the amount reserved in the budget for contract settlements. It should also be noted that this is an essentially mature bargaining unit with the majority of employees at the top step.

Additional Benefits:

While the longevity schedule amounts have been increased for employees hired on or before July 1, 2015, no employees hired after the date of the execution of the Agreement will be eligible for longevity bonuses. This will result in significant savings to the Town over time.

A cap will be put in place on the pension plan which mirrors the pension cap already negotiated with four Board of Education units. Mirroring the language already adopted by the RTM, the maximum pension benefit for this group will be 70% of the employee's average annual compensation. Senior employees with at least twenty-five (25) years of credited service in the pension plan on 7/1/17 are eligible to receive up to seventy-five percent (75%) of the employee's "average annual compensation" or the percentage of the employee's "average annual compensation" that he/she would have been entitled to receive had he/she retired on 7/1/17. As is the case with settlements the Town reached for the Board of Education units, this language sunsets with the grandfathered employees. Without such language, would be possible for employees to accrue a benefit equal to their working pay (assuming a career with the Town of 50 years).

Health Insurance:

The new contract moves all members of the bargaining unit into a high deductible plan and other, more expensive plan options will be closed. The high deductible plan will be the Town's only offering in FY 16-17.

Based on current rates of enrollment, the savings to the Town exceeds \$25,000. Savings will continue into FY 16-17 for the Town. The high deductible plan bends the cost curve to curb the rate of future premium growth.

Summary:

The proposed settlement is considered fair and equitable to bargaining unit employees and, at the same time, consistent with the fiscal and operating goals of the Town.

Mark Adiletta, District V, Public Works Committee Chair, presented his Committee's report recommending a favorable vote. (attached)

James Palen, District VI, Chair of the Finance & Budget Committee presented the F&B Committee report (attached).

**** ITEM 15-19 CARRIED ON A RISING TALLY VOTE OF 67 IN FAVOR, 0 OPPOSED AND 0 ABSTENTIONS.**

Town Clerk Donna Rajczewski updated the members on the status of the RTM portion of the November 3, 2015 Municipal Election Ballot.

- District I has 9 candidates for 13 vacancies
- District II has 2 candidates for 8 vacancies
- District III has 7 candidates for 7 vacancies
- District IV has 9 candidates for 10 vacancies
- District V has 5 candidates for 8 vacancies
- District VI has 7 candidates for 11 vacancies

She further noted that write-in candidacies can be accepted up to noon on November 2, 2015. Each RTM candidate must receive at least 25 votes to be elected.

**** UPON MOTION MADE AND SECONDED FROM THE FLOOR, THE MEETING WAS ADJOURNED AT 8:55 PM.**

Respectfully submitted,
M. Knox
Telesco Secretarial Services

APPENDIX

<u>DISTRICT I</u>	<u>(15-18)</u>	<u>(15-19)</u>	<u>DISTRICT IV</u>	<u>(15-18)</u>	<u>(15-19)</u>
Buchesky	yes	yes	Banks	yes	yes
Bumgardner	yes	yes	Cameron	yes	yes
Butler	yes	yes	Davis, Joan	yes	yes
Conologue	yes	yes	Domittner	yes	yes
Conze	yes	yes	Fiore	yes	yes
Dupont	absent	absent	Haidinger	yes	yes
Dweck	absent	absent	Hardison	yes	yes
Hayes, B.	absent	absent	Hawkins	yes	yes
Keane	absent	absent	Kemp	yes	yes
Kelly, C.	yes	yes	Miceli	yes	yes
Kelly, P.	absent	absent	Millar	absent	absent
Pattelli	yes	yes	Morrison	yes	yes
Schneider	yes	yes	Peters	yes	yes
van der Kieft	absent	absent	Rayhill	absent	absent
von Stuelpnagel	absent	absent	Savage	yes	yes

<u>DISTRICT II</u>	<u>(15-18)</u>	<u>(15-19)</u>	<u>DISTRICT V</u>	<u>(15-18)</u>	<u>(15-19)</u>
Bacon	yes	yes	Adiletta	yes	yes
Conroy	absent	absent	Bates	yes	yes
Finn	absent	absent	Bayne	yes	yes
Hoffman	absent	absent	Boulton	absent	absent
Howe	yes	yes	Duffy	yes	yes
Keith	absent	absent	Fead	absent	absent
Marston	yes	yes	Fiveson	yes	yes
Mellmurray	yes	yes	M. Hayes	yes	yes
McNally	yes	yes	Hennessy	yes	yes
Miller	yes	yes	LeHan	absent	absent
Mundt	absent	absent	Lublin	yes	yes
Sartori	yes	yes	McLachlin	yes	yes
Sawitsky	yes	yes	Mosher	yes	yes
Seelye	DOES NOT VOTE		Patrick	yes	yes
Thorne, B.	yes	yes	Russell	yes	yes
Thorne, M.	yes	yes	Stolar	yes	yes
			Young, Rob	absent	absent

<u>DISTRICT III</u>	<u>(15-18)</u>	<u>(15-19)</u>	<u>DISTRICT VI</u>	<u>(15-18)</u>	<u>(15-19)</u>
Anderson	yes	yes	Adelman	yes	yes
Camuti	absent	absent	Cherico	yes	yes
Cardone	yes	yes	Grogan	yes	yes
Conniff	absent	absent	Hawkins	yes	yes
Coyle	yes	yes	Lauritzen	absent	absent
Coyle Downs	yes	yes	Luz	yes	yes
Davis, Jack	yes	yes	McDermott	yes	yes
Hageney	yes	yes	Palen	yes	yes
Hegarty	absent	absent	Plehaty	yes	yes
Hite	yes	yes	Poli	yes	yes
Jordan	yes	yes	Ritchie	yes	yes
Maroney	yes	yes	Swenson	yes	yes
Moore	yes	yes	Van Loan	yes	yes
Morton	yes	yes	Whitehead	yes	absent
Schulz-Amatruda	absent	absent	Young, David	absent	absent
Washecka	absent	absent			

Good Evening, I am Dennis Maroney Chair of the RTM Education committee. I am here to read the resolution 15-18 authorizing the transfer of the care and control of the property located at 32 Hoyt Street to the Darien Board of Education.

I would like to move 15-18 and ask for a second.

On 21 September, 2015 the RTM education committee met with 11 of the 16 members of the committee present comprising a quorum.

On 27 October 2014 this body approved the acquisition of the property at 32 Hoyt Street with an amendment that was added to raze the structure on said property. This summer the building was razed as per the desire of the RTM and the property is ready to be transferred to the Board of Education and be part of the Holmes School property.

Seeing that the building has been razed and the RTM had previously approved the acquisition of the property 61 in favor with only 3 opposed we see no reason to not transfer the custody of said property the Board of Educaition.

The committee voted unanimously to approve the resolution and recommends the full RTM to do the same.

Respectfully submitted,

Dennis Maroney

Chair RTM Education committee.

Good evening.

My name is *Mark Adiletta* and I am Chair of the Public Works Committee to the RTM.

At this time I would like to move Item 15-19 Approving A Contract Between The Town of Darien AND The Darien Public Works Employee's Union.

Without objection I move to waive the reading of the Resolution.

On behalf of the PWC I present to the RTM for their consideration and ratification Item 15-19.

At our regular meeting September 21st, with 10 of 12 members present, the PWC considered and voted unanimously to recommend approval of item 15-19 to the full RTM .

Background:

On September 21st Kathleen Buch (Town Administrator) presented a summary of the recently ratified Public Works Employee contract. Key take-aways are:

- The template for this contract was set with the previously negotiated Town Hall union agreement.
- It is well within the range of other negotiated settlements based on CCM data.
- We have a "senior" bargaining unit. A number of employees have been with us a very long time.
- The agreement accomplishes a cap on pension plan. Savings from pension plan cap not quantified.
- Health insurance moving to a high deductible plan. Will save \$20k first year.
- All-in increase in cost of contract \$90,000 all-in 2016. The 2017 increase is \$40k when savings from health plan is factored in.

From an operational perspective the PWC focused on the expanded array of services being provided and improved efficiency particularly at the Recycling Center. Specifically:

Single stream recycling continues to produce tangible results. Deliveries to the transfer station continue to lag well (50%) behind the long term (10 year) average . For the first time in Darien's waste management history, recyclables exceeded MSW quantities during 2013 and continues. Recall that for every ton of material processed as single stream recycling produces \$15 in revenue and eliminates an \$87.60 expense to the Town.

In addition collection for Recycling has been expanded to include Mattresses, Paint, among other items. See the RCAC brochure for a complete list of our facilities recycling capabilities.

The Committee wishes to thank Kathleen Buch and Mr. Gentile for their assistance and transparency with our review. Several members noted appreciation for the efforts of the DPW as it continually implements systems to improve and even expand the services delivered while limiting costs increases at the same time.

Thank you.

**Finance & Budget Committee
Report to RTM, September 28, 2015**

**(15-19) RTM Resolution Approving a Contract Between The Town of Darien
and the Darien Public Work Employees' Union**

The RTM F&B committee met on Monday, September 21st with 9 of 13 members present in a joint meeting with the RTM Public Works committee and our new Town Administrator, Kate Buch, to discuss RTM Resolution 15-9.

My colleague on the RTM's Public Works committee spoke in detail about the contract so I will keep my comments to a minimum.

The employment agreement being discussed and voted on this evening is a new 3-year contract that covers 30 town employees who form the Public Works Employee's Union. The union's current contract expired on June 30, 2014 and therefore the town and the employees have been operating under the pay metrics of the final year of that contract. The new contract will cover fiscal years ending 2015, 2016 and 2017 and provide 15 months of retroactive pay increases to the employees.

Wages (excluding overtime) account for 72% of the employee group's total compensation.

Employees will receive a (i) retroactive wage increase of 2% for the period from July 2014 through June 2015 and (ii) a retroactive wage increase of 2.5% from July 2015 through June 2016 and a (iii) 2.5% increase in the 2017 fiscal year which will be next years' budget. Each of these wage increases of 2%, 2.5% and 2.5% will be in addition to the grade or step wage increases that employees are entitled to in the contract. That said, approximately two-thirds of the employees in this group are already at the top grade of the contract and will therefore be limited to the base increases that were just discussed.

The total of the retroactive pay increases for the 2014-15 period and the 3 months of the current fiscal year are slightly below those assumed in the recent budget and will therefore not put any pressure on the current budget.

Based on the current employee group and projected step / grade changes in our next fiscal year, the total wages will increase at 3.6%.

These proposed changes are generally in the same range as other arbitrated and negotiated union contracts awarded statewide.

Healthcare and Dental account for 22% of the employee group's total compensation.

The new contract will move all 30 members of the employee group to a 'high deductible plan' and other more expensive plan options will be closed out. This change will not be retroactive for the first two years of the contract because enrollment has already been closed, however it is expected to save the town \$30,000 (or 4.5%) next year in the final year of the contract.

To encourage employees to move into the new less expensive plan, the Town is offering to pay employees 1/3 of the savings it realizes.

Pension Contributions account for 6% of the employee group's total compensation.

This employee group participates under a defined benefit plan which means the Town needs to make increasing annual payments to the program each year as wages rise. As part of the contract agreed to between the town and the union, employees will cap their pension benefits at 70% of the employees average annual compensation which will effectively cap employee pension for those who have worked more than 35 years unless they would have otherwise earned a higher amount by fiscal 2017. This is a relatively small change, but it is consistent with the amendments that have been made to all of the other recently agreed to contracts of non-certified employees of the Town and BOE.

Lastly, longevity benefits have been eliminated for employees who are hired after July 1, 2016 which will provide incremental savings in future years.

All in all, our committee thought this was a fair and equitable agreement for the Town and the employee group and consistent with our recently passed budget and other agreements with employee groups here in Darien and throughout the state.

With 9 of 13 members present, the F&B committee voted unanimously to recommend that the full RTM approve the resolution.

Thank you.

James Palen
Chair, Finance & Budget Committee
September 28, 2015