



REPRESENTATIVE TOWN MEETING TOWN OF GREENWICH

EXPLANATORY COMMENTS FOR OCTOBER 2014 MEETING

ITEM NO.: **1**-postponed from the September meeting
DEPARTMENT: Parks and Recreation 1409PR01
CONTACT: Joseph Siciliano 203.622.6472 jsiciliano@greenwichct.org
Susan Snyder 203.622.6471 ssnyder@greenwichct.org
REFERRED TO: *Finance, Parks & Recreation Committees*
VOTES:

RESOLVED, that the Town of Greenwich accept a gift from the United Way for the purchase and installation of a removable outfield fence and strike zone at Byram Park. The gift is valued at \$25,625.00.

EXPLANATORY COMMENTS

In 2008, a few local teenagers constructed a wooden outfield fence for a wiffleball field in a lot off Riverside Lane. The youths did something constructive in pursuit of recreation, but neighbors complained, the field was on Town-owned land, and the fence had to come down. For the past few years, the Parks and Recreation Department has permitted wiffleball to be played at a field in Byram Shore Park, generally reserved for picnic use.

Greenwich Youth Services Coordinator, Jenny Byxbee, as well as Town resident Brandon Lacoff, have been working with the youth and the United Way to raise funds for a removable wiffleball field fence. The Department of Parks and Recreation has determined the best location for a wiffleball field fence to be installed is the Byram Shore Park site, where the group has been playing.

The United Way wishes to have a removable outfield fence constructed and installed for the field. The field dimensions will be as follows: the right field line will be 78.5 feet from home plate, center field will be 102 feet from home plate, and the left field line will be 79.5 feet from home plate. The outfield fence will be 5 feet in height and will be made of aluminum poles with 5" thick foam padding encased in 18 ounce vinyl. The foam padding will be attached by Velcro to the aluminum poles.

Additionally, a removable strike zone will be constructed and installed behind the home plate area. The Parks and Recreation Department will make sure the fence will be oriented in a way that the field will still be available for use by other groups and for other activities. The field will not be exclusive to wiffleball use, nor will the tournament be held at this location.

The United Way is prepared to gift the full \$25,625.00 for the purchase of and installation of the removable outfield fence and strike zone. The Department of Parks and Recreation and the Board of Parks and Recreation are supportive of the United Way's proposal.

ATTACHMENTS -

Drawings - separate packet

ITEM NO: **2** – postponed from the September meeting
DEPARTMENT: Office of the First Selectman
CONTACT: Michael Rosen – 203 622 7702 - mrosen@greenwichct.org
REFERRED TO: *Appointments, Parks & Recreation Committees*
VOTES: Board of Selectmen 3-0-0

RESOLVED, that the following named person, nominated by the Board of Selectmen, be reappointed a regular member of the Board of Parks and Recreation for a term expiring 3/31/17.

FRANK R. CANTELMO

EXPLANATORY COMMENTS

Frank R. Cantelmo, of 1 Keofferam Road, Old Greenwich, CT 06870 has been re-nominated as a regular member of the Board of Parks and Recreation for a term expiring 3/31/17.

Dr. Cantelmo received his Ph.D. in Biological Oceanography from the City University of New York, and is an Associate Professor in the Department of Biological Sciences and the Environmental Studies Program at St. John's University. He currently teaches a wide range of undergraduate courses including Aquatic Ecology, Ecological Principles, Resource Management, Sustainable Development, Ecology and Evolution, Senior Seminar in Environmental Studies, Discover Bermuda: Adaptive Ecosystem Management, Sustainability and Socioeconomic Issues, and an Honors course in Scientific Inquiry-Environmental Science.

Prior to joining the faculty of St. John's in 1979, Dr. Cantelmo worked for the Environmental Protection Agency and the Texas Instruments Ecosystem Group. During the past 35 years, he has planned and conducted many pollution related studies in the NY/metropolitan area and in the Gulf of Mexico. Dr. Cantelmo has published and presented numerous papers and reports on aquatic resources in estuarine ecosystems. He has been funded by NOAA for his research on hard clam purification and by the Environmental Protection Agency for middle school and high school teacher training marine workshops.

Currently, Frank is a member of the Bruce Museum Science Committee, a board member on the Greenwich Shellfish Commission, and a board member of the Board of Parks and Recreation. Dr. Cantelmo is an environmental advisor to the Permanent Observer of the Holy See to the United Nations where he attends forest sustainability conferences and writes position statements and interventions.

ITEM NO: **3**
DEPARTMENT: First Selectman September 30, 2014
CONTACT: Alfred C. Cava 203-622-7716 acava@greenwichct.org
REFERRED TO: *Finance, Labor Contracts, Town Services Committees*
VOTES:

RESOLVED, that the Representative Town Meeting, in exercising its authority pursuant to Connecticut General Statutes, Section 7-474(b) hereby approves the funds necessary to implement the terms of the Town-Local 456 IBT collective bargaining agreement covering the periods FY 14/15 and FY 15/16; said funds having previously been appropriated in the adopted FY 14/15 budget. In addition thereto the Representative Town Meeting approves the funds necessary to implement the terms of the Town-Local 456 IBT collective bargaining agreement covering the period FY 15/16 subject to the budgetary process as prescribed in the Town Charter.

BE IT FURTHER RESOLVED that the Representative Town Meeting approves any terms of such agreement which may be in conflict with the Town Charter, special act, ordinance, rule or regulation adopted by the municipal employer or its agents of the Town.

EXPLANATORY COMMENTS

The collective bargaining agreement between the Town and Local 456 IBT expired on June 30, 2014. The parties commenced negotiations for a successor agreement in the spring of 2014. The successor collective bargaining agreement covers the two-year period July 1, 2014 through June 30, 2016.

The agreement provides for general wage increases of 2.5% effective July 1, 2014 and 2.5% effective July 1, 2015. This agreement does not provide for annual wage increments.

The Town negotiated the elimination of the POS medical plan option. All employees who participate in the Town's medical insurance plan will be enrolled in the HDHP plan which provides for a \$2000/\$4000 deductible and prescription drug co-pays of \$10/\$25/\$40 that become effective once the deductible is satisfied. Although the medical premiums for 2015 will increase by 14.5% the total cost for medical premiums for this bargaining unit will be reduced by approximately 1/2% for 2015 due to the replacement of the POS medical plan with the lower cost HDHP medical plan. The Town agreed to modify the basic life insurance policy to \$50,000 from \$40,000 and provide an increase to the maximum dental benefit to \$2,500 from \$2,000.

A number of payroll changes were negotiated in this agreement including mandatory direct deposit and electronic pay advice and the implementation of a five-day lag payroll which will improve payroll efficiency.

The Town negotiated a number of work rules changes including: eliminating both Columbus Day and Veteran's Day as paid holidays for employees assigned to the Board of Education, eliminating the three-hour minimum for call outs with advance notice, ability to use temporary employees to perform Custodian II work during the summer shutdown period and limiting transfers between departments.

In total the terms of the agreement are fair to the employees, Town management and the taxpayers.

ATTACHMENTS

Separate packet

Cost of Contract

Comptroller's Letter Certifying Cost of Contract

Summary of Negotiated Changes

Relined Version of 2014- 2016 Collective Bargaining Agreement

(available in Town Clerk's office)

ITEM NO: **4**
DEPARTMENT: First Selectman October 3, 2014
CONTACT: Alfred C. Cava 203-622-7716 acava@greenwichct.org
REFERRED TO: *Finance, Labor Contracts, Town Services Committees*
VOTES:

RESOLVED, that the Representative Town Meeting, in exercising its authority pursuant to Connecticut General Statutes, Section 7-474(b) hereby approves the funds necessary to implement the terms of the Town-Silver Shield Association collective bargaining agreement covering the periods FY 14/15, FY 15/16 and FY 16/17; said funds having previously been appropriated in the adopted FY 14/15 budget. In addition thereto the Representative Town Meeting approves the funds necessary to implement the terms of the Town-Silver Shield Association collective bargaining agreement covering the period FY 15/16 and FY 16/17 subject to the budgetary process as prescribed in the Town Charter.

BE IT FURTHER RESOLVED that the Representative Town Meeting approves any terms of such agreement which may be in conflict with the Town Charter, special act, ordinance, rule or regulation adopted by the municipal employer or its agents of the Town.

EXPLANATORY COMMENTS

The collective bargaining agreement between the Town and Silver Shield Association expired on June 30, 2014. The parties commenced negotiations for a successor agreement in the spring of 2014. The successor collective bargaining agreement covers the three-year period July 1, 2014 through June 30, 2017.

The agreement provides for general wage increases of 2.5% effective July 1, 2014, 2.5% effective July 1, 2015 and 2.5% effective July 1, 2016.

The Town negotiated the elimination of the POS medical plan option. All employees who participate in the Town's medical insurance plan will be enrolled in the HDHP plan which provides for a \$2000/\$4000 deductible and prescription drug co-pays of \$10/\$25/\$40 that become effective once the deductible is satisfied. Although the medical premiums for 2015 will increase by 14.5% the total cost for medical premiums for this bargaining unit will be reduced by approximately 10% for 2015 due to the replacement of the POS medical plan with the lower cost HDHP medical plan. The agreement also includes a requirement that both the employee and spouse who are enrolled in the Town's medical insurance plan participate in the wellness program or pay a higher percentage in premium cost share. The Town agreed to modify the basic life insurance policy to one and one-half times base pay from one time base pay effective July 1, 2015 and an increase in the Emergency Medical Responder stipend of \$300 effective July 1, 2015 and \$300 effective July 1, 2016.

A number of payroll changes were negotiated in this agreement including mandatory direct deposit and electronic pay advice and the implementation of a five-day lag payroll which will improve payroll efficiency.

The Town negotiated a number of work rules changes including authorization for the Town to implement a workers' compensation managed care plan, parameters governing the practice of self-substitutions and a requirement that all police officers working active patrol wear their body armor.

In total the terms of the agreement are fair to the employees, Town management and the taxpayers.

ATTACHMENTS

Separate packet

Cost of Contract

Comptroller's Letter Certifying Cost of Contract

Summary of Negotiated Changes

Relined Version of 2014- 2016 Collective Bargaining Agreement
(available in Town Clerk's office)

ITEM NO.:

5

DEPARTMENT:

Board of Education

CONTACT:

Peter Sherr, BOE 203-918-2385

REFERRED TO:

Education, Finance, Labor Contracts

VOTES:

Board of Education

vote 8-0-0

RESOLVED, that the Representative Town Meeting of the Town of Greenwich hereby approves the agreement between the Board of Education and the Greenwich

Education Association, representing teachers, for the period July 1, 2015, to June 30, 2017.

EXPLANATORY COMMENTS

The Greenwich Public Schools Board of Education (BoE) has successfully negotiated a collective bargaining agreement with the Greenwich Education Association (GEA) for a two-year period, July 1, 2015 to June 30, 2017. GEA represents 871 teachers. The agreement supports our objectives of controlling wage and benefit costs, assuring competitive compensation to attract and retain the best available teachers, and better aligning the Board of Education with the overall labor strategies and practices of the Town of Greenwich. The GEA ratified the contract on September 4, 2014. Subsequently the Board of Education unanimously approved the contract on September 4, 2014. We are now seeking the approval by the Representative Town Meeting.

We consulted extensively within the Board of Education as well as the RTM, Board of Estimate and Taxation and Labor Relations before we began negotiations. Common objectives were established and these became “instructions” to the Negotiating Committee. Our primary objective was achieving cost control for the whole wage and benefit budget associated with this bargaining unit and allow a total cost of contract increase no greater than BET guidelines and planning estimates (not to exceed 2.5% annual increase for BoE budget & not to exceed 14.5% annual increase for healthcare premiums). The negotiating group included three members of the BoE and two members of the BET, staff from the town’s human resources and labor relations departments as well as BoE finance and human resources departments.

The agreement is two years in length. Historically, the Board of Education and Greenwich Education Association have negotiated three-year contracts. The BoE and GEA would have preferred a longer contract as contract negotiations distract both parties from the primary task of teaching children and increasing academic performance. Early in the negotiation, it became obvious that confusion and uncertainty regarding Federal Affordable Care Act regulations and implementation dates prevented both parties from effective negotiation of healthcare plan design and cost sharing. Accordingly, BoE and GEA agreed the best course would be a shorter duration agreement and renegotiation in 2016 presuming greater regulatory clarity.

The total cost of contract is 6.6% that compares less favorably to the 3% in the contract it replaces. The prior contract was negotiated immediately following the 2009 economic crisis and was substantially below the long-term average settlements for the GEA, other Town of Greenwich Labor Unions and other Connecticut Boards of Education. The prior contract’s average annual cost increase of 0.9% was achieved through salary cost control including no general wage increase in 2012/13, deferring wage schedule increases (Steps) and substantial healthcare plan redesign. The prior agreement’s healthcare plan redesign delivered an unusual 20.3% reduction in run-rate healthcare premiums. Combining wage and healthcare premium changes, the new agreement total contract cost increase will be 4.42% during 2015/16 and 4.19% during 2016/17. Despite the higher costs of this contract, the agreement remains under the BET guidelines and planning estimates.

Wage costs continue to be moderated through modest general wage increases of less than 1% during each year of the contract. GWI will be 0.68% and 0.88% respectively. In the prior contract, seniority step advancement was frozen at current positions in 2013/14 and 2014/05 which eliminated wage increases through seniority. The step schedule recognizes increased experience and skill as teachers advance through their career. Currently 61% of teachers are eligible for advancement on the seniority-based wage scale. This group of teachers are generally less tenured and paid at substantially lower wage rates than the remaining 39% who have “topped-out” after 13 years of advancement. Seniority step advancement models are widely used by other Boards of Education and the BoE has become aware that advancement in the step schedule is a strong consideration for teachers considering positions in other districts. Preventing losses of talented early and mid-career teachers is a key strategic objective. Therefore, reinstating the step schedule was a critical BoE contract goal. To compete effectively for talent, particularly teachers with 9 years or less experience, Seniority step advancement will be reinstated during both years of the contract. This allows the BoE HR to more effectively attract and retain the best teachers available and meet the educational expectations of Town of Greenwich parents and taxpayers.

Due to the changing federal healthcare regulatory environment, we were not successful in our efforts to negotiate significant healthcare plan changes beyond the elimination of a point-of-service (POS) plan. The prior agreement substantially reduced healthcare premium costs through the conversion of all GEA employees to a single High Deductible – Healthcare Savings Account health plan resulting in a \$7.7mil savings versus run-rate healthcare premiums. During this negotiation there were no significant plan design alternatives that could have delivered savings of similar magnitude. Although GEA employees had converted to the HD-HAS plan, a residual provision enabled new hires employed after January 1 to enroll in Point of Service (POS) plan until their second year of employment. The POS is high cost to both the Town and employee. This provision is eliminated under the new agreement. Despite these changes, healthcare costs continue to increase at unsustainable rates and now represent 42% of the total cost increases of this agreement. The new agreement projects premium cost increases that remain below BET long-term planning targets of 14.5% increase annually. Healthcare premium costs including medical, dental and pharmacy are projected to increase 12.1% and 10.4% respectively over the two year term.

The contract includes numerous administrative changes to improve efficiency in payroll and other human resource processes. A recent audit of Town of Greenwich payroll practices recommended paying employees in arrears rather than in advance of time recording. In order to implement this change, the GEA agreed to a five day “payroll-lag”. Over the next few months, employees will defer one day of pay in the current payroll period and accrue these days to be paid when the employee terminates or retires. This change will realign the time reporting and payroll calendars to correct the audit finding. Also, the agreement implements complete electronic direct deposit and pay advice for all employees.

Finally, the contract includes moderate increases of stipends for special curriculum development activities and advisors/monitors of student activities and clubs. Previously, Greenwich High School had developed a complicated system to determine the level of effort and commensurate compensation associated with Student Activity Advisors. A streamlined and more transparent stipend schedule will be implemented through this agreement. Last, wage discounts for teachers participating in the GPS Summer School program are eliminated consistent with changes to workload expectations implemented in this program over the last five years.

In addition to the attachments provided, members of the Negotiating Committee, the Town’s Director of Labor Relations, and District administrators are available at RTM Committee meetings to answer questions and provide supplemental information.

ATTACHMENTS

Separate packet

Certified Cost of Contract

Summary of Changes

Contract (redline version) – available in Town Clerk’s office