

SUBJECT TO APPROVAL

MEETING DATE: THURSDAY, APRIL 28, 2016
8:00 A.M.

MEETING PLACE: JAMES MADISON ROOM (ROOM A) - TOWN CAMPUS

BOARD OF SELECTMEN SPECIAL MEETING MINUTES

Special Session

First Selectman Banisch called the Special Meeting of the Board of Selectmen of to order at 8:00 a.m. and led the Pledge of Allegiance.

Present were First Selectman Thomas Banisch, Selectman Goldberg, Selectman Hale, Selectwoman Walker and Selectman Wilson.

Also present were: Finance Director, Stacy Nobitz, Recreation Director, Scot Erskine; Debra Milardo, Human Resources Director; Doug Minges, Building & Grounds Foreman; several members of the Buildings & Grounds crew.

1. Public Comment
None.
2. Discuss and take action to approve a Collective Bargaining Agreement between the Town of Madison and UPSEU – Building & Grounds.

DISCUSSION: A summary of the agreements in items 2-4 are attached to these minutes.

Ms. Milardo stated that all of the Unions are working very well to come up with an agreement that satisfies the needs of the employees and those of the Town. First Selectman Banisch thanked the Unions for their hard work and for working together with the Town. He noted that the Board of Selectmen appreciated their effort.

Ms. Milardo stated that everyone is very realistic that healthcare will be the primary focus during the next round of negotiations. We may need to start looking at options to move to a non-traditional coverage system. Also, there is the possibility to go with 5-year contracts which are usually beneficial for the Town and the Unions.

MOVED by Selectwoman Walker and seconded by Selectman Hale to **APPROVE** a Collective Bargaining Agreement between the Town of Madison and UPSEU – Building & Grounds.

VOTE: This motion was approved unanimously.

3. Discuss and take action to approve a Collective Bargaining Agreement between the Town of Madison and Teamsters Local #443 – Public Works.

MOVED by Selectman Hale and seconded by Selectwoman Walker to a Collective Bargaining Agreement between the Town of Madison and Teamsters Local #443 – Public Works.

VOTE: This motion was approved unanimously.

4. Discuss and take action to approve a Collective Bargaining Agreement between the Town of Madison and AFSCME, Council #15 – Police.

MOVED by Selectman Hale and seconded by Selectwoman Walker to a Collective Bargaining Agreement between the Town of Madison and AFSCME, Council #15 – Police.

VOTE: This motion was approved unanimously.

5. Public Comment

Robert Marquis thanked the Board on behalf of the Buildings & Grounds crew. He stated that the future of this department has changed and he thanked the Board for the confidence that they have instilled in the crew.

6. Adjournment to Budget Workshop.

There being no objections, First Selectman Banisch adjourned the meeting at 8:05 a.m.

Lauren Rhines
Executive Assistant

Summary of Tentative Agreement – UPSEU, Building & Grounds

- Duration: 2 year extension except for modifications contained within TA dated 3/29/16.
- Change floating holiday and personal days to fiscal calendar versus annual calendar.
- Set terms and conditions of employment for new hires. Current cba silent.
- Medical/Dental: Extend 15% premium cost share for duration
- Vacancies: Post internally for ten (10) days
- Include language for mandatory Drug Testing for DOT/non-DOT employees including acceptance of DOT Policy pursuant to Federal Department of Transportation guidelines
- Institute new classification scales for FY17-18. New designations:
 - o Ground Maintainer I
 - o Ground Maintainer II CDL-B
 - o Ground Maintainer III CDL-A
 - o Grounds –Lead Foreman
- CDL-B and CDL-A training program. Allow and support CDL-B training program, after hours for all employees on a voluntary basis. Employees who successfully pass CDL-B certification will be reclassified to a Ground Maintainer II. Current employees who do not pass the CDL-B certification or who opt out of the program shall have their wage frozen at the level they currently enjoy as of July 1, 2016 with future COLA increases. Management has the right to determine the classification for new hires (Ground Maintainer I, Ground Maintainer II or Ground Maintainer III). Training program after FY16-17 shall be at the sole discretion of management.

A total of four (4) employees, based upon seniority and the Lead Foreman shall be given the opportunity to train and pass the CDL-A certification program, supported by the Town. Costs for the CDL-A certification is between \$2,300.00 to \$4,300.00 per employee. Training cost is determined by the knowledge, skills and ability of the driver. 1st certification, 1st medical evaluation and subsequent 2 year medical evaluation to be paid for by the Town. Upon initial certification, maintaining a CDL becomes a condition of employment.

Summary of Tentative Agreement – UPSEU, Building & Grounds

Program Costs: Based upon 100% of the current workforce becoming a CDL-B or CDL-A driver

(4) - CDL-A Training @ \$4,300 maximum cost	\$17,200 ⁶
CDL-B Training	No cost ⁷
Initial License, State of Connecticut Fee's And Medical card for nine (9) employees	\$ 2,079 ⁸

- Wage Increases
 - o 2.25% FY 16-17
 - o 2.25% FY 17-18 Movement into new Classification
 - o **Total Wage** **\$65,500.56**

Motion: Approving the Collective Bargaining Agreement between the Town of Madison and UPSEU, Building & Grounds effective July 1, 2016 to June 30, 2018

Summary of Tentative Agreement – UPSEU, Building & Grounds

⁶ Training after hours - cost encumbered

⁷ Training after hours

⁸ Cost thereafter drops to \$100 .00 per employee every 2 years for medical card recertification.

Summary of Tentative Agreement –Teamsters, Local #443 –Public Works

- Duration: 3 year extension except for modifications contained within TA dated 4/13/16
- Change floating holiday and personal days to fiscal calendar versus annual calendar.
- Set terms and conditions of employment for new hires. Current cba silent.
- Medical/Dental: Extend 15% premium cost share for duration
- Include language for mandatory Drug Testing for DOT/non-DOT employees including acceptance of DOT Policy pursuant to Federal Department of Transportation guidelines
- DOT Physicals to be paid for by the Town commencing FY16-17 \$100.00 per employee every two (2) years.
- Reclassification of existing truck drivers to Equipment Operators. Currently three (3) employees are classified as truck drivers. Vast majority of work being performed is performed on equipment. One current employee classified as a truck driver actual runs equipment most of the day at the recycling center. Parties agree to reclassify one (1) truck driver to an equipment operator over the course of the three (3) year extension. Salary differential between truck driver at maximum and equipment operator at maximum is \$2.89 per hour. With the exception of year one (1); employees moving into the new classification will move into the appropriate Step as defined by the contract. Management retains the right to replace any vacancies with the classification of their choice.
- Position differential. From time to time, employees are required to work "up" in a classification. Commencing in FY16-17 employees shall be compensated at the higher classification rate if they work for eight (8) consecutive hours. Effective on 7.1.17 the consecutive hours will be lowered to four (4). An example of this would be an equipment operator working as a mechanic for eight (8) hours then four (4) hours.
- Equalization of Mechanic Pay. Currently two (2) levels of Mechanic exist in the bargaining unit. From maximum step to maximum step, the salary difference between the current Mechanic I and Mechanic II is \$4.06 per hour. The new schedule creates a Mechanic I, Mechanic II and Mechanic III position. The current Mechanic I will move into the Mechanic II scale and the differential between Mechanic II and Mechanic III will drop to \$2.87 per hour. A review of the Town of Guilford's wage scale supports the new wage for Mechanic II. The Union agrees that the position and salary scale of Mechanic III would be eliminated through attrition.

Summary of Tentative Agreement –Teamsters, Local #443 –Public Works

- Wage Increases
 - o FY16-17 2.25%
 - o FY17-18 2.50%
 - o FY18-19 2.75%
 - o **Total Wage** **\$81,618.64**

- Uniforms. Labor and Management agree to look at a uniform replacement/purchasing program that would standardize language/funding for uniform replacements. Town will be providing for FY16-17 winter season new outwear jackets at an assumed average of \$60.00 per person.

Motion: Approving the Collective Bargaining Agreement between the Town of Madison and Teamsters, Local #443, Public Works, effective July 1, 2016 to June 30, 2019

Summary of Tentative Agreement – AFSCME, Council #4 – Police

- Duration: 4 year extension except for modifications contained within TA dated 4/19/16
- New hires will not be offered Anthem Blue Care Health program
- Increase employee premium on Anthem Blue Care from 17.5% to 20%
- Cadillac Tax language reopener on or after January 1, 2019
- Include Memorandum of Understanding language on use of supernumeraries
- Hours of Work – Two (2) patrol positions will be filled by rank seniority – balance shall be at Chief's discretion.
- Change in shifts to:
 - Days 7:00 a.m. to 4:00 p.m.
 - Evenings 3:00 p.m. to 12:00 a.m.
 - Midnights 11:00 p.m. to 8:00 a.m.

- Uniform and Clothing. Increase dry cleaning stipend by \$50.00; increase clothing stipend by \$50.00.
 - Wage Increases:
 - o FY 16-17 2.25%
 - o FY 17-18 2.25%
 - o FY 18-19 2.50%
 - o FY 19-20 2.50%
- Total Wage \$177,017.12**

Motion: Approving the Collective Bargaining Agreement between the Town of Madison and Police AFSCME Council #4, Local 1836 effective July 1, 2016 to June 30, 2020