



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Monday, August 8, 2016

Time: 5:30 p.m.

Place: Democratic Caucus Room, 4th Floor Government Center, 888 Washington Boulevard, Stamford, CT

The Personnel Committee met at the above date and time. In attendance were Chair Nabel, Vice Chair Fedeli and Committee Member Reps. DePina, McMullen, McNeil, Miller, Okun and Savage. Absent or excused was Rep. Figueroa. Also present were President Skigen; Clerk Summerville; Representatives Di Costanzo and Zelinsky; Kathryn Emmett, Corporation Counsel; Chief Trevor Roach and Assistant Chief Miguel Robles; SFD; and Brendan Keatley, Local 786.

Chair Nabel called the meeting to order at 5:31 p.m.

Item No.	Description	Committee Action
1. P29.076	REJECTION; Tentative Collective Bargaining Agreement with Firefighters Local 786 IAFF. 07/08/16 – Submitted by Mayor Martin 07/15/16 – Advisory Opinion issued by Board of Finance 07/18/16 – Held in Committee 9-0-0	FAILED 0-6-2

Ms. Emmett discussed the financial impact of the changes to the tentative agreement, as follows:

The net savings to the City, exclusive of the wage increases of almost \$600,000 in the first year of the contract, with subsequent incremental increases.

Article VIII—Staffing; Change staffing of Engine Companies #8 and #9 from two Fire Fighters and One Officer to three Fire Fighters and one Officer , Cost of \$419,202 as of 7/1/16 for Engine Company #8; no cost increase for Engine Company #9 as staffing is currently at four.

Article VIII—Staffing; Reduce minimum staffing assigned per group from 60 to 54, and add maximum staffing assigned per group of 61; there is a hope that this will result in savings, but they are unknown.

Article XIX—Insurance; This is the largest cost savings. Change from POS plan to a high-deductible HSA plan effective January 1, 2017; will result in an annual cost savings of over \$1, 019,407.

Article XIX--Retiree Insurance; Employees who retire after 12/1/16 pay an increased cost of insurance from \$21.66 per month to \$85 per month, Cost savings for FY16-17 is estimated at \$42,500 and will increase over time.

Article XIX--Retiree Insurance; Future retirees (after 7/1/16) will be on Medicare supplemental Plan F rather than City provided insurance , this will result in an estimated savings of \$13,000 for each new retiree, with a potential cost saving of up to \$500,000 if current retirees move to Plan F.

For employees hired after 7/1/16: there will be a graduated cost share for retirees; this will result in a savings of approximately 1.8% of payroll, which would be \$6,400 for FY16-17 and will increase incrementally going forward.

Article XX—Pension; for current and future employees, only spouse at time of retirement will be eligible for pension and retiree health benefits

For employees hired after 7/1/16: the pension will be based on the three highest years of salary; 2.25% multiplier up to maximum of 100%; employee contribution to the pension funds will be 7.25% of base salary instead of 6.25%; the vacation exchange will be eliminated; and joint and survivorship options will be put in place; these changes result in savings of 3.9% of payroll which is \$13,700 in FY16-17 and increase incrementally

Article XXVI—Wages; Wage increases for a total of 16.25% (not compounded), for a retroactive wage total of \$7,093,110 which is covered in the Fund Balance (money put aside in Contingency and then carried over to following years to cover wage increases) and \$3,224,037 for FY16-17 which will come from Contingency. Wage increases are compounded.

Article XXVI—Wages; As of 7/1/16: adds an annual non-pensionable stipend for Drivers of \$750, Cost of \$48,000. This is because drivers must now have a CDL License. Effective 7/1/18: adds an annual non-pensionable stipend for Haz-Mat Technicians and Rescue Technicians of \$750, Cost of \$60,000. These are all dependent on status on 7/1 are not rolling

Other small changes have a cost of under \$30,000 per year.

In response to questions from the Committee, Ms. Emmett, Chief Roach and Chief Robles explained that:

- Some of the changes reflect cleanup of changes made in 2008
- 2 fire captains are only assigned to training
- The pension changes are major changes, there are no changes for 6 years for

- current employees
- The fire watch is an extension of the Fire Marshal's office. Judge Tobin's opinion stated that the City may only have 1 Fire Marshal, so the Volunteers do not have a separate fire marshal. The City may not hire out bargaining unit work to other parties. The City was able to enter into an agreement to have a volunteer at LRFD to work under the Fire Marshal. There is no requirement that a fire watch be obtained through the City. Fire watch duty can be performed by any one who meets the standards set by the Fire Marshal, so a building could hire someone privately. If the City provides a fire watch, the procedure in the contract must be filed.
 - Some of the MOUs are incorporated into the agreement, some are separate, but all are part of the Tentative Agreement
 - It would be a violation of labor law for the Volunteers to participate in the negotiation of the Tentative Agreement, but the Volunteers' concerns were in the City's minds during the negotiations. Similarly, the Career Services was not included with the negotiations with TOR.
 - The incident command procedures follow NIMS protocols, per Judge Tobin's decision. There is a separate agreement regarding incident command procedures with TOR. Incident command comes under the Chief's responsibilities to ensure safety for the responders and the public. The Assistant Chief for Career Services is next in command over 786; the Assistant Chief for Volunteers is not in the command structure for 786. They expect similar standards to be set with volunteers.
 - The request from the volunteers to address concerns regarding the volunteer fire districts should begin with the Chief and the Assistant Chief for Volunteer Services and possibly the Fire Commission.

A motion to reject this agreement was made, seconded and failed by a vote of 0-6-2 (Reps. Nabel, Fedeli, DePina, McNeil, Miller and Savage opposed; Reps. McMullen and Okun abstaining).

Chair Nabel adjourned the meeting at 6:26 p.m.

Respectfully submitted,
Susan Nabel, Chair

This meeting is on [video](#).