

SPECIAL MEETING OF THE 11th BOARD OF  
REPRESENTATIVES, CITY OF STAMFORD

Minutes of January 29, 1971

A Special Meeting of the 11th Board of Representatives of the City of Stamford was held on Friday, January 29, 1971, pursuant to a "CALL" issued by the President, Charles J. Heinzer, III, in the Meeting Room of the Board, 2nd floor, Municipal Office Building, 429 Atlantic Street, Stamford, Connecticut.

Before the Meeting was called to order, the Board met as a "Committee of the Whole" with the Members of the Personnel Committee. Also present was Mr. Eugene Gordon, City Labor Negotiator, who explained the contracts on the Agenda this evening and how they arrived at their conclusions. Also present was the Commissioner of Finance, George Aretakis, to explain how this would affect the City financially. Also present were representatives from the Police Association and the Fire Fighters Association, who took part in the discussion, Mr. Hughes and Mr. Hoyt from the Police Department and Lt. John Hogan and Mr. Leary from the Fire Department. Also present was the Director of Personnel, Mr. Barker.

After the question and answer period, a recess was called and at 9.15 PM the President called the meeting of the Board of Representatives to order.

"CALL" OF MEETING:

THE PRESIDENT read the following "CALL" of the Meeting:

Jan. 19, 1971

TO: All Members of 11th Board of Representatives  
FROM: President Charles J. Heinzer, III  
SUBJECT: "CALL" of Special Board Meeting

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I, CHARLES J. HEINZER, III, President of the 11th Board of Representatives of the City of Stamford, pursuant to Section 202 of the Stamford Charter, hereby call a SPECIAL MEETING of said Board of Representatives for FRIDAY, JANUARY 29th, 1971 at 8 P.M. in the Board Room of the Municipal Office Building, 2nd Floor, 429 Atlantic Street, Stamford, Connecticut, for the following purposes:

COLLECTIVE BARGAINING CONTRACTS:

- (1) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and CASEWORKERS OF CITY OF STAMFORD, DEPARTMENT OF PUBLIC WELFARE - (Contract signed Jan. 11, 1971)
- (2) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and DENTAL HYGIENISTS - (Contract signed Jan. 15, 1971)
- (3) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and POLICE ASSOCIATION (Contract signed Jan. 20, 1971)

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COLLECTIVE BARGAINING CONTRACTS (CONT'D)

- (4) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and FIRE FIGHTERS ASSOCIATION - (Contract signed Jan. 13, 1971)

(NOTE: There will be a Meeting of the PERSONNEL COMMITTEE, meeting as a "COMMITTEE OF THE WHOLE" at 7.30 P.M.

Charles J. Heinzer, III  
President, Board of Representatives  
of the City of Stamford, Connecticut

VF:eh

ROLL CALL was taken by the Clerk. There were 36 present and 4 absent. The absent Members were:

(D) DIXON, Handy, 2nd District	(D) BIEDER, Richard, 11th District
(D) MURPHY, William, 6th District	(R) SHERER, Sidney, 16th District

CHECK OF VOTING MACHINE:

THE PRESIDENT conducted a check of the voting machine, which was found to be in perfect working order.

RE: COLLECTIVE BARGAINING CONTRACTS:

- (1) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and CASEWORKERS OF CITY OF STAMFORD, DEPARTMENT OF PUBLIC WELFARE - (Contract signed January 11, 1971)

THE PRESIDENT said since this Board just held a meeting of the "Committee of the Whole" he will entertain a motion from anyone.

MRS. PONT-BRIANT stated that they held no meetings on any of these contracts other than as a "Committee of the Whole". She explained that the changes in the benefits are very similar to the MEA contract which this Board previously approved. She said their pensions are not going into arbitration, but they would like the arbitration decision of the MEA. She read from the MEA contract:

"The Pension Plan existing as of the date hereof shall remain in effect, except as it may be modified pursuant to the provisions of the 1970-1972 Collective Bargaining Agreement dated October 19, 1970 between the City and the Board of Education and the Stamford Municipal Employees Association, Incorporated."

She said this same paragraph is also contained in the Dental Hygienists

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She said this same paragraph is also contained in the Dental Hygienists contract. She said this means there is also arbitration on this part of their contract. She said there is a sixth step added to the Case-workers and also the Dental Hygienists and was also added to the Nurses which was passed in the Smith House Contract and they presume they can get more help more readily if salaries are an added inducement. She said it will take them a little bit longer to go up the steps and perhaps will not cost as much. She said without a Committee report, she would entertain a motion from the floor.

MR. BITETTO MOVED for approval of this contract. Seconded and CARRIED with two "no" votes - Mr. Russbach and Mrs. Pont-Briant.

- (2) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and DENTAL HYGIENISTS.  
(Contract signed January 15, 1971)

MRS. PONT-BRIANT said the Dental Hygienists also have a sixth step level and any employee who obtains a Masters Degree shall receive an extra sum of \$300 - intermittent use of their car, they now receive \$3 and several minor things. She said if there are any questions she will answer them. She said their Pension Plan reads the same as the one she just read on the previous contract approved tonight.

THE PRESIDENT called for a motion for approval of the above contract.

MR. BITETTO MOVED for approval of this contract. Seconded and CARRIED with two "no" votes - Mr. Russbach and Mrs. Pont-Briant.

- (3) Contract Covering Two Years - From July 1, 1970 and including June 30, 1972 - Between City of Stamford and POLICE ASSOCIATION  
(Contract signed January 20, 1971)

THE PRESIDENT said we just held a Meeting of a "Committee of the Whole" on this Contract and that of the Fire Fighters, which comes up next.

MRS. PONT-BRIANT said she can only add that Captains are now added to the Police Contract - there are some minor changes which she understands they have been getting, and if there are any questions she will be glad to answer them.

THE PRESIDENT called for a motion on approval of the above contract.

MR. HORNER MOVED for approval of the Police Contract. Seconded by several.

MRS. VARNEY MOVED for a ROLL CALL VOTE. There being a sufficient number of members in favor of this, the President said a Roll Call Vote will be taken on the motion.

MR. RUSSBACH said he wants to go over a couple of things that Mr. Aratakis spoke on. He said he has pointed out to everyone who has called him on this - what concerns him is how the Board can vote on a matter in which

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they have no knowledge of the ultimate cost. He said this Board has always been criticized by various groups for not doing their "homework" properly and it seems you can't win or lose no matter how you vote.

He said for the most part what Mr. Aretakis has said is correct, but he must take exception to some of the things. He said in the Mayor's letter to the Board of Finance and this Board, dated January 26, 1971, under paragraph 3, it states:

"3 - The increased rate of return on the City's present funded MEA Pension Trust Fund indicates a reduction in the theoretical unfunded liability of the three funds."

MR. RUSSBACH said this is not true - that there is a reduction in the PERCENTAGE of the deficit, but according to everything he has seen, there is an increase in the total liability, which he thinks should be taken into consideration.

He said regarding Paragraph 4, it says:

"4 - The amount of unfunded liability depends on Actuarial assumptions which can vary substantially; once funded, this liability can be amortized over a long period of years."

He said he thinks this is the very thing he is getting at - there are too many variables when you have an X unknown to start with. He said he thinks it is impossible to know how much this costs without first getting Actuarial figures.

Under the following paragraph, it says:

"6. The cost of Pension Plans depends on how the Police and Firemen take advantage of the 20-year retirement feature, plus age at retirement."

He said it states that "The average age of Policemen hired in 1969-1970 is 27". He said when you do an actuarial study, you don't look at the average age of people hired in the past preceding years, but have to go into depth for some years back in order to get a more accurate average and this is too broad a figure and a very dangerous one because it is misleading. He said he thinks you would find that the average age is around 25. He said the C.S.O. tables show a life expectancy of 43.99 years - and a man of 27 could be assumed to live to about 72 or 73 years of age. He said if you take the lower figure you get another variable, because the average man of 25 only lives to about 70.82 years, which gives about two years difference right there.

He said under "b" of this same letter:

"b. Age of last 17 Police and Firemen Retirees:

50-52 years	-----	2
55-59 "	-----	8
63-66 "	-----	7
		<hr/> 17 "

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He said under this you get totally different figures on life expectancy, based on the same C.S.O. tables. He said being in this type of business, he would like to know, and it is his calculations that 14% will not fund this particular plan, but based on the AVERAGE salary over the pension period, it will be properly and actuarially sound, but not on the HIGHEST salary. He said the Actuary believes that the appropriate cost, going from 25 to 20 years, based on age 50, is 3% of base pay. He said this is a very broad assumption and he cannot see any facts on which to base it.

He referred to the letter (attached to the Mayor's letter of 1/26/71) from Mr. Aretakis, dated 1/25/71 on the second page, it states:

"(b). Police and Firemen with 20 years or more of service in 1974:

Actuarial reserves needed to pay lifetime benefits to a police or fireman who retires in 1974, after 20 years of service, between ages of 45-50, ranges from \$88,000 to \$98,000 per individual. Experience shows, however, that the average age of a police or fireman expected to retire in 1974 is likely to be above age 50. The older an employee is at retirement, the smaller the amount of the reserve required to pay benefits for the remainder of his life. Past obligations of the City toward older members of the Police and Fire Departments have not been financed systematically and this has been accepted as a challenge in 1971".

He said he cannot accept fragments of the expected actuarial cost. He said if these figures are not true and these projections are not correct, then the City is going to be running a deficit over and above what they are contributing over this period of time.

He said, as Mr. Aretakis has stated, by the end of February we will have exact actuarial figures and here we are voting on it tonight. He asked if there is any possible way that this contract can be deferred until such time - such as being rejected without prejudice - as we can have the definite actuarial figures, telling us what we are voting on in terms of dollars.

MRS. PONT-BRIANT pointed out that we are acting under the terms of the Collective Bargaining Act, and we have to reject or approve the contract and, if we reject there has to be a sound financial reason, and at that time it goes back to arbitration - but it MUST be either rejection or approval.

THE PRESIDENT said there is already a motion made by Mr. Horner, on the floor, and in order to consider a motion by Mr. Russbach, the previous motion would have to be withdrawn by the one who made it.

MR. RUSSBACH said he would like to make a motion.

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THE PRESIDENT asked Mr. Horner if he would withdraw his previous motion.

MR. HORNER declined to withdraw his motion to approve the contract.

MR. RUSSBACH said in view of this, he will have to abstain from voting because he will not vote for something when he does not know what its cost will be. He said he feels responsible to his constituents who have a right to know how he feels in this matter, many of whom are members of the Police and Fire Departments. He said he will have to abstain from voting on this contract because he cannot reconcile his views and the way his constituents feel.

MR. RUSSELL brought up the residency clause of both contracts - both the Police and Firemen. He said if this is going to cause the residents and taxpayers a considerable sum, the least we can expect in return, if they are going to get the benefits of these contracts, is that they should also be residents of Stamford.

MRS. PONT-BRIANT said there is a clause that states that after four years of residency, they can move out and can live in a neighboring area with approval, as long as they are within reasonable calling distance.

MR. RUSSELL said he sees where it says that "no employee who has four years of service shall be required to live within the City of Stamford as a condition of his continued employment, so long as he lives within a reasonable driving distance."

He said because this is a serious cost impact to the community that those who get the benefit of it should be residents and have to share in the expense of it.

MRS. PONT-BRIANT reminded the speaker that residency requirements have been eliminated from all other contracts as well as this one.

MR. MORRIS said he has listened to all these different arguments, but the fact is that the average age of Police is 27 years. He said they can be put on the job up to 31, but the fact is 27 and the retirement age is between 50-52 years for two and between 55-59 for eight and between 63-66 years for seven, and, frankly, to argue the point, he does not think a man should be working at such a hazardous occupation at the ages of 63-66 years.

He said he has been listening to quotes on just how much the City of Stamford is in the hole and although everyone seems to be able to quote figures, they still can't tell us how bad we are in the hole - anywhere from \$35,000,000 to \$37,000,000. He said if the system that we are working under is so far in debt, surely this can't possibly be as bad, as they are trying to get it funded and it is definitely being funded. He said we have got to do something about getting out of the hole we are in - \$37,000,000 - so if we continue to stall around, it is only to get us into the red deeper and deeper and we are not going to get out of it without some drastic steps being taken. He said he gives credit to both the Association and the negotiators and the Mayor for grabbing the bull by the horns and doing something about it and trying to straighten out the mess we are in.

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MR. TRUGLIA said, for the record, he is definitely in favor of this contract. However, he said he wishes to make a comment and that is that the City is not financially sound. He said he thinks this contract will not answer all of our problems, even though we can only speculate tonight on what impact this will have on the City in the future.

MR. LIVOLSI said he has a contract before him which has been signed by the Mayor of the City of Stamford and the President of the Police-men's Association. He said he must assume that this is a valid and good contract which is fiscally sound. He said what happened in the past is neither the fault of the taxpayer or the fault of our policemen. He said he intends to vote in favor of this contract, based on the representations made by the Commissioner of Finance, George Aretakis. He said we are talking about intangibles such as the morale of our Police force, which should be our first consideration. He said if the actuary report comes out next month and shows that he based his decision on a representation by our Commissioner of Finance, the Police should not be jeopardized.

He said when we vote on this we can remember that the contract will come up for re-negotiation again in two years and if we find that the report given to us now is out in "left field", we can adjust from there. He said we definitely have to act on this contract tonight.

MR. CHIRIMBES said he is for this contract, but would like to add for the future, that he recommends that this Board explore the possibility that this Board have some representation on all future contracts in order to fill the communication gap. He said this Board, as the representatives of the taxpayers, should be kept informed of what is being contracted for and not given this information at the last minute and being told they have to either accept or reject. He said this method is unfair to the City employees as well as the taxpayers.

THE PRESIDENT reminded Mr. Chirimbes that this Board at the previous meeting adopted a resolution to that effect.

MR. ELLSWORTH said he concurs with those who favor fiscal responsibility and one of the most important things that we are doing tonight is the fact that we are going from a totally unfunded situation which gets us deeper and deeper every year to a funded plan and if we do that we are achieving fiscal responsibility and saving the taxpayers money.

He said he would also like to note that the contribution from the Police and Firemen has going from 3% to 7% and we are thereby saving the City money and certainly to the extent that the additional 4% is saving the taxpayer. He said the drop from a 25 year plan to a 20 year plan will increase costs over the long run by 3%. He said he has consulted a few of his favorite actuaries and must admit that it is an extremely complex problem and he has had as many answers as he has asked questions. He

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said on the basis of the best estimates we can make at this time, the 3% or 4% is not an unreasonable figure. In view of this he said he feels from a fiscally responsible standpoint this is not a bad deal.

He said when you talk about Collective Bargaining, one of the important things that has to be considered is, what is the competition doing. He said he is in the business of contract negotiating and we know that if Clairol is paying machinists \$3.80 an hour and Dorr-Oliver is paying \$3.82 an hour, that he is not going to try to negotiate a contract that pays machinists \$1.50 an hour. In that regard, he said, he would like to point out that several years ago, the State Police negotiated a contract where they have 50% of salary paid after 20 years. He said in other communities, including Port Chester, Rye, White Plains, Darien and Greenwich, all have pensions after 20 years. He said it is hard to justify doing otherwise when all around is the trend for a 20 year pension.

MR. CLARK said he has great difficulty making up his mind on the question before this Board. He said there is no group of people for whom he has greater respect than the Policemen of America and thinks there is not another group that has been more abused over the past few years, in the proper discharge of their duties, and if anybody deserves something, they do.

He said, on the other hand, we have to worry about money and he has been hearing on TV that we have a Federal budget of Two Hundred and Twenty-Nine Billion Dollars and a Fifteen Billion Dollar deficit and if they are promising fifteen, it will be more than that before it is over, besides, giving something back to the States. He commented on the ever-increasing cost of Government everywhere. He said the State and local spending during the past ten years has increased by 372%. He said we all know what they are saying about the situation the State of Connecticut finds itself in now and that debt has increased 454% in the last ten years - it went from \$24,000,000,000 in 1950 to \$133,000,000,000 in 1969. He said he also wants to remind everyone that our taxes have gone up 262% in the last few years. He said it is difficult to believe that we are going broke just because of the Policemen and Firemen Pension Program. He said if we are going broke, this is only one of the contributing factors.

He said he regrets very much that the group of people on whom he depends to safeguard the City, happen to be the ones who are presently under discussion for more benefits, but it will not make any difference in the total scheme and the total thinking which is prevalent today in this country, and we may just as well reward one group who most deserves it.

MR. SCOFIELD said it is unfortunate that after all the years of kicking this around that we come to a year finally when both parties are in favor of this, but are in ignorance of the facts. He said his "no" vote tonight must be taken without prejudice because he feels that we should not



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operate by guesswork without knowing where we are going. He advocated rejecting the contract tonight until the facts are in, and no one will be hurt because it will all be retroactive.

MRS. PONT-BRIANT said she agrees with Mr. Clark's statement and also agrees with Mr. Russbach in reference to wishing that the actuarial figures were before us. She said if both these funds had been properly funded from the beginning, the money would now be there, so whatever we do, it is definitely the City's responsibility to do something about it, whether we have the money or not. She said if these two groups were just to demand the interest on their money we would not have it. She said when this comes into effect three years hence, in 1974, there will probably be other groups who will be heading toward the 20 year figure and perhaps these figures in 1974 will seem like peanuts.

MR. DURSO said he has one question and then he wants to make a statement. He said in the Democratic Caucus someone mentioned that only 2% of policemen retire after 20 years and he did not have a chance to hear the answer. He asked if anyone here can substantiate that.

MR. RYBNICK said Mr. Durso is probably directing that question to him. He said a statement was made about a policeman paying 7% toward his pension plan. He said he tried to show them that in the 25 year plan, with the police only paying 2%, they would be receiving the same amount of money over the period of years if they were retired and it comes out just about the same.

MR. DURSO said he intends to vote in favor of this contract, based on the fact that he has always felt policemen, of all the City employees are our front line of defense against criminals and are between the public and the criminal element that always threatens our safety.

MR. GUROIAN spoke in favor of the plight the homeowners find themselves in - taxed to death - and for this reason intends to abstain.

MR. EXNICIOS addressed himself to both the policemen's contract and the firemen's contract. He said both of these services are doing a tremendous job in this City, in spite of certain restraints that have been imposed upon them by some of the City officials. He said he feels that these two jobs are the toughest in the City. He said he is quite concerned about the "moonlighting" activities of our police and firemen. He said it bothers him that one of our policemen or firemen is on a ladder for 12 hours before he went to work. He said he favors paying these people a decent living wage and even above that, so they will not have to hold down two jobs in order to support their families. He said when they hold down two jobs it can only diminish their efficiency when they are on the job.

He said he feels that we MUST grant parity to our uniformed services with the surrounding areas and as Mr. Ellsworth pointed out, we are in competition with surrounding areas and must stay competitive and must

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encourage the best people to stay in Stamford, because this is one of the toughest areas in lower Fairfield County to work in for these two organizations. He said he realizes it is going to be expensive to fund this pension plan, but it must be done and cannot be put off any longer, and as far as that goes, everything else costs money today and has become a fact of life.

He said he hopes that when this Board meets Monday night, they will approve the starting of a fund to get these pensions in working order. He said the Fiscal Committee intends to recommend that \$820,000 be put into the Police Pension Fund and \$700,000 into the Firemen's Pension Fund, beginning immediately. He said as far as waiting for the actuarial report to come in, it will take anywhere from four to six weeks to get it and will be too late for this Board to act, as under the Collective Bargaining Act we have a time limit in which to approve or reject these contracts. He said no one can really tell what that fund will be in 1974 and all we can do is guess and our commissioner has made an educated guess which is all that anyone can do at this time.

He said we have had a deficit in these funds for the past 40 years and all it is today is a difference in size. He said he would like to clarify a remark made by Mr. Russbach when he referred to the Mayor's letter of January 26th (Page 1 Item 3) in which he mentioned the increase rate of return on the MEA Pension Trust Fund indicates a reduction in the unfunded liability. He said he said this was not correct.

MR. EXNICIOS said this is correct from the standpoint if you explain it correctly - that there is a fund there and because of the economy and high interest rates and what we are getting in return from our dollars, there is less of a liability because the Fund is returning more money and is what the Mayor is trying to say. He said hopefully, this will happen with the Police and Firemen's Fund, if the economy continues to rise. He said if Mr. Russbach had continued on to reach paragraph "d" that with the new Pension, they will have 4% to offset the increased cost. He said he figures this to be a 33-1/3% margin of error, or leeway for a margin of error between 3% and 4% which to his way of thinking is substantial and no one could hope to guess any better than that. He said he believes these Funds are fiscally sound from the standpoint of a growing community the size of Stamford and urged all Members to vote favorably on both of these contracts.

MR. DeFOREST said he has been very close to being "anti" on the whole matter and would be much happier if we had this actuarial report before us. He said as far as this business of abstention is concerned, he is not so sure that his constituents want him to face up to the issue this way. He said this Board is expected to vote and make a decision either one way or the other. He said, having had the privilege of serving on the Board of Public Safety, he has knowledge of what goes on in both of these Departments. He said when Mr. Guroian speaks about the taxpayer and the small homeowner, he suspects that a lot of the police and firemen are also small homeowners. He said after hearing this Funding business being kicked around for so many years, it is nice to know that finally we are facing up to the issue and making a decision and doing something about it at last.

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MR. HORNER spoke for the second time and then MOVED THE QUESTION.

THE PRESIDENT would not allow the question to be moved at this time. He said if you are going to move the question, you cannot do it by making a speech first.

MRS. SHERMAN said in answer to Mr. Russell's argument about making the Police live in Stamford. She said first, Stamford would have to provide housing and it would have to be something that they can afford, and as we all know Stamford does not have housing. She said if Stamford is going to attract and keep the best police protection possible, then it must make this difficult and dangerous job attractive financially. She said policemen, like others in private industry, have homes and families and if they cannot get a decent wage and the promise of some security after 20 years of the most hazardous kind of work, there can be no incentive for the caliber of man this City want to attract. She said to economize on the safety and protection of our citizens is no economy at all. She said the man who walks a beat or drives a squad car for 20 years, is entitled to the prospect of a pension after that time, to which he has contributed 7% of his salary - and a salary in today's inflated economy would be considered low. She asked just how luxuriously can a family live on a take home pay of about \$144 a week? She said she cannot see how we can do less than our surrounding communities have done and that Stamford needs more and better police and this contract may help to attract the best and most qualified of men.

*Correction D.Y.* MR. PUETTE MOVED THE QUESTION. Seconded and CARRIED.

*John Boccuzzi*  
MR. ~~BUTTE~~ asked for a ruling of the Chair. He said he has a son in law who is on the Police force and if he is considered to be in conflict he will not vote.

THE PRESIDENT said he thinks it is a question that he will have to decide for himself.

MR. BOCCUZZI said he will pass and if his vote is required, he will vote at the end of the count.

THE PRESIDENT called for a roll call vote, as already moved, on the question of approval of the contract between the City and the POLICE ASSOCIATION - Item #3 on the Agenda.

VOTE taken on the question and CARRIED by the following roll call vote of 29 in favor, 4 opposed and 3 abstentions:

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(R) BITETTO, Joseph  
(D) BOCCUZZI, John  
(D) BOCCUZZI, Theodore  
(R) BREESE, John  
(R) CAPORIZZO, William  
(R) CHIRIMBES, Peter  
(R) CLARK, Reed  
(D) CONNORS, George  
(D) COSTELLO, Robert  
(R) DeFOREST, JOHN  
(D) DOMBROSKI, Edward  
(D) DONAHUE, Alphonsus  
(D) DURSO, Robert  
(R) ELLSWORTH, Stephen  
(R) EXNICIOS, Robert  
(R) HEINZER, Charles  
(R) HORNER, Watson  
(D) KELLY, Stephen  
(D) LIVOLSI, Frank  
(D) MILLER, Frederick  
(D) MORABITO, Joseph  
(R) MORRIS, Thomas  
(D) PERILLO, Alfred  
(R) PUETTE, William  
(D) RAVALLESE, George  
(R) RUSSELL, George  
(D) RYBNICK, Gerald  
(R) SHERMAN, Edith  
(D) TRUGLIA, Anthony

THOSE VOTING IN OPPOSITION

(R) KETCHAM, Alan  
(R) PONT-BRIANT, Lois  
(R) ROOS, John  
(R) SCOFIELD, Edward

ABSTENTIONS:

(D) GUROIAN, Armen  
(R) RUSSBACH, Daniel  
(R) VARNEY, Kim

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- (4) Contract Covering Two Years - From July 1, 1970 and including  
June 30, 1972 - Between City of Stamford and FIRE FIGHTERS ASSOCIATION  
(Contract signed January 13, 1971)

MRS. PONT-BRIANT said she won't reiterate what we just went through, but would like to state that there is a college incentive plan, which is also in the police plan. She said everything else is the same and similar to the Police Department's contract.

THE PRESIDENT called for a motion to approve the Fire Fighter's contract.

MR. JOHN BOCCUZZI MOVED for approval of the above contract. Seconded by several.

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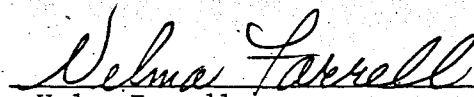
MR. RYBNICK said back in 1959 when he was the Chairman of the Personnel Committee, he read a lengthy report of a study of the Pension Plan by the Martin Segal & Co. in regard to the Police, Firemen and employees of the City of Stamford. At that time the report was approved but lay dormant. He said it was just as important then as it is now and if something had been done about it then, by now we would have had a sizeable pension plan in effect for all our City employees.

MR. BITETTO MOVED THE QUESTION. Seconded and CARRIED.

VOTE taken on the Fire Fighter's Contract. CARRIED with three "no" votes.

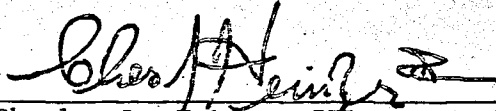
ADJOURNMENT:

There being no further business to come before the Board, on motion, duly seconded and CARRIED, the meeting was adjourned at 10.30 P.M.



Velma Farrell  
Administrative Assistant  
(Recording Secretary)

APPROVED:



Charles J. Heinzler, LI  
President  
11th Board of Representatives

(NOTE): The above meeting was broadcast  
over Radio Station WSTC

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