

Cromwell Fire District

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FIRE DISTRICT OFFICE
WATER DIVISION

FIRE DEPARTMENT
FIRE MARSHAL'S OFFICE

BOARD OF COMMISSIONERS

Special Personnel Committee

Thursday, June 13, 2019

6:30 PM

1 West Street
Cromwell, CT

Present: Commissioners Charles Epstein (Chairman), Jason Hinnners and Mertie Terry. Also attending were Commissioners Robert Donohue, Lee Brow (President) and Roger Rukowicz; as well as the Executive Director Julius Neto, Fire Chief Michael Terenzio, Firefighter Lieutenant Michael Zadrick, and Firefighter Brett Hallden (Union President, Local 4662)

- I. Call to Order. The meeting was called to order at 6:30 PM by Chairman Epstein.
- II. Approval of Agenda. A motion was made by President Brow, seconded by Commissioner Hinnners and unanimously approved to accept the agenda as submitted.
- III. Public Comment. There were no public comments to report.
- IV. Old Business
 - A. Discussion and Action on Non-CBA Employee Raises, FY 2019/2020. The Executive Director explained what was discussed at the last meeting for Non-CBA Employees regarding a cost of living raise and the increase in cost of health insurance premiums. The rates currently are \$1,500 for a single person and \$3,000 for a family and will be increasing to \$2,000 for a single person and \$4,000 for a family. The Committee asked Mr. Neto at the last meeting what the impact on the budget would be to make employees more whole in terms of giving them an additional 1% raise on top of the 2% cost of living increase being proposed. The Committee not only wants to have a cost of living increase but an additional increase to help compensate for the increase in health insurance premiums.

He noted that \$12,383 represents 1% of the top number of the non-CBA employees. Right now managing the pay increases would come out of the payroll side of the budget. He noted that the payroll category of the budget is being used to manage benefits. Another option might be to look at the benefit side of the budget to manage benefits. Presently the HSA contributions that employees get from the District is \$1,800 per year to offset the deductible of \$1,500 for single and \$3,000 for family. If the Committee is trying to keep the employees "whole" without penalizing them financially by increasing the amount to the employee of what is contributed to their health account by the District equal the amount of the new \$2,000/\$4,000 keeping the additional expenses in the

benefits category of the budget. There is a little play in the budget of about 1%. They had budgeted 12% for benefits. The current numbers from Northwest indicate there is wiggle room of 1% because the new numbers show 11% of the budget to be used for benefits. The budget will not be negatively impacted. The negative variance to this budget would be \$3,400. 1% in the salary category, the 1% is forever. Compounded with social security, pension. The 1% is greater than that and will keep growing for the rest of the person's work life with the District. It would impact the budget by \$3,400, but year over year is \$8,500. There will also be over time increases in co-pays. Every year the District will have to revisit what the employees contribute as part of their contribution. He added that the CBA's dictate for three years what that percentage is going to be. The Firefighters' Union pays 15% of the total cost of the benefit contribution. The District pays 85%. The Communications Center has a gradual percentage. Every year it will be bumped up one. They are heading closer to owning most of the cost. At some point in the future the District will have to have those types of discussions with the Non-CBA because they need to gain some control because the marketplace can't be controlled. Everything needs to be brought more in line of what the "norm" is. From an analysis between the District and the business world, there is a very generous percentage that is not paid. Most corporations are between 15% and 25% and greater. The upside to all of this is the District will be managing its own Workers' Comp. claims and insurance.

A motion was made by President Brow, seconded by Commissioner Hinners and unanimously approved to implement the plan to increase the deductible contribution for the eight employees that have family plans and the one employee that is a single family at \$1,000 for each eight employees and \$500 for the single totaling \$8,500.

A motion was made by Commissioner Hinners, seconded by President Brow and unanimously approved that based on the information presented, the non-bargaining unit employees be granted a raise of 2.5%. Mr. Neto was asked if the 2.5% was doable. Mr. Neto stated that everything being equal as known today, the District can afford a .5% increase on top of the proposed 2%. The wild card on the payroll side is the unknown of the new part-time model. Mr. Neto stated that if they are not competitive with \$14 an hour and there is not enough staff to cover, some tough decisions would need to be made at that point. Either increase the hourly rate or hire full-time people.

V. Commissioners' Comments. There were no Commissioners' Comments to report.

VI. Executive Session.

A. Review of the Probationary Status of Career Firefighter Boin. A motion was made by President Brow, seconded by Commissioner Hinners and unanimously approved to adjourn the Special Personnel Committee meeting and enter into Executive Session at 6:55 PM, inviting the Executive Director, Chief Terenzio, Firefighter Peter Boin, any union representation Mr. Boin may request and Lt. Zadrick into the session.

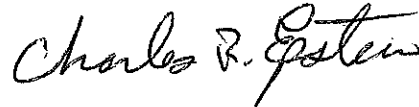
A motion was made by President Brow, seconded by Commissioner Hinners and unanimously approved to adjourn Executive Session at 9:18 PM.

A motion was made by President Brow, seconded by Commissioner Hinners and unanimously approved to accept the letter of transfer, dated June 12, 2019, from Firefighter Peter Boin requesting to move from full-time status to part-time status, with

the condition that the appropriate MOU be in place with the District and the Firefighters' Union to extend Firefighter Boin's probationary period until the effective date of his new part-time status.

- VII. Public Comment. There were no public comments to report.
- VIII. Adjournment. There being no further business, a motion was made by Commissioner Hinners, seconded by Commissioner Terry and unanimously approved to adjourn the meeting at 9:24 PM.

Respectfully submitted,



Charles R. Epstein, Chairman

Nancy Deegan
Recording Secretary
6-20-19