



**REPRESENTATIVE TOWN MEETING
TOWN OF GREENWICH**

**EXPLANATORY COMMENTS FOR
October 2015 MEETING**

ITEM NO: **1 — postponed from the September 2015 meeting**
DEPARTMENT: Office of the First Selectman
CONTACT: Michael Rosen – 203 622 7702 - mrosen@greenwichct.org
REFERRED TO: *Appointments & Land Use Committees*
VOTES: Board of Selectmen 3-0-0

RESOLVED, that the following named person, nominated by the Board of Selectmen, be appointed an alternate member of the Inland Wetlands Watercourse Agency for a term expiring 3/31/16.

STEVEN A. FONG

EXPLANATORY COMMENTS

Steven Fong, of 18 Angus Lane, Greenwich, CT 06831 has been nominated as an alternate member of the Inland Wetlands Watercourse Agency for a term expiring 3/31/19.

Mr. Fong has four years of professional experience in the field of environmental education and developing environmental programs for adolescents. He completed the Project WILD and Aquatic Project WILD Workshop Certificate for professional development. He currently works for Soundwaters in Stamford as an Educator.

Steven earned his B.A. in Environmental Studies from Eckerd College with minors in Coastal Management and Mandarin Chinese. While attending Eckerd, he held an Animal Husbandry Internship with Lenie't Hart Seal Rehabilitation and Release Center, and an Environmental Education Internship with the Connecticut Department of Energy and Environmental Protection.

ITEM NO: **2**
DEPARTMENT: Office of the First Selectman
CONTACT: Michael Rosen – 203 622 7702 - mrosen@greenwichct.org
REFERRED TO: *Appointments, Town Services Committees*
VOTES: Board of Selectmen 3-0-0

RESOLVED, that the following named person, nominated by the Board of Selectmen, be appointed a regular member of the Alarm Appeals Board for a term expiring 3/31/18.

DENNIS P. YESKEY

EXPLANATORY COMMENTS

Dennis “Peter” Yeskey, of, 15 Strickland Road, Cos Cob, CT 06807 has been nominated as a regular member of the Alarm Appeals Board for a term expiring 3/31/18.

Mr. Yeskey is the current President of the Cos Cob Fire Police Patrol, Inc. He has been a volunteer fire patrolman for five years, and President for the past two years.

Peter holds a B.A. degree in Political Science from Hobart College. He works in Commercial Real Estate Development as a Senior Area Manager with First Hartford Realty Corporation.

ITEM NO: **3**
DEPARTMENT: Board of Education
CONTACT: Peter_Sherr@greenwich.k12.ct.us
REFERRED TO: *Education, Finance and Labor Contracts Committees*
VOTES:

RESOLVED, that the Representative Town Meeting of the Town of Greenwich hereby approves the agreement between the Board of Education and the Greenwich Organization of School Administrators, representing administrators, for the period July 1, 2016 to June 30, 2019.

Explanatory Comments

The Greenwich Public Schools Board of Education (BoE) has successfully negotiated a collective bargaining agreement with the Greenwich Organization of School Administrators (GOSA) for a three year period, July 1, 2016 to June 30, 2019. The agreement supports our objectives of controlling wage and benefit costs, assuring competitive compensation to attract and retain the best available principals, curriculum leaders, and other administrators as well as better aligning the Board of Education with the overall labor strategies and practices of the Town of Greenwich. The GOSA ratified the contract on September 8, 2015. The Board of Education approved the contract at our regularly scheduled meeting on September 24, 2015. The BOE is now seeking the approval by the Representative Town Meeting.

Before the negotiations began, the BOE evaluated and determined its needs in a new contract as well as consulted extensively with the RTM, Board of Estimate and Taxation and other town stakeholders. Common objectives were established and these became “instructions” to the Negotiating Committee. The 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 2.5% annually compounded over the life of the contract term. The negotiating group included three members of the BoE, 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 total cost of contract is \$596,869 or 2.12% of total which compares favorably to other contracts recently negotiated by the Town of Greenwich and Boards of Education in comparable Connecticut school districts. This moderated annual cost increase is achieved through salary increases near state averages and transition to a new healthcare plan. Combining wage and healthcare premium changes, the total contract cost for 2016-17 will be 1.78%. Total Cost of Contract for year two and three will be 1.76% and 2.94% respectively.

Wage costs have been moderated by negotiating a general wage increase at the average of similar wage agreements for school administrators across Connecticut. As reported to the State of Connecticut, there have been at least 45 Administrator Settlements negotiated during 2014-15 with an average annual wage increase including step increments of 2.63%. The General Wage Increase will be 2.6% in each year of the contract. Greenwich School Administrators are paid competitively and maintaining the competitiveness of our wage and benefits package is a primary objective of the Board of Education. As an example, seasoned Elementary School Principals are currently paid \$158,431 annually which is \$14,196 less than paid in Darien and \$9,527 less than paid in New Canaan. Likewise seasoned Middle School Principals are currently paid \$167,641 annually which is \$10,742 less than paid in Darien and \$6,075 less than paid in New Canaan. Of the various job categories in this bargaining unit, our competitive gap is greatest for Elementary Principals. We are raising this salary base by \$1,000 as a moderate effort to become more competitive. Meanwhile, maintaining a wage increase in line with state averages, we expect to at least maintain our wage position relative to the Fairfield County labor market for all administrator job roles.

We have also successfully negotiated additional work days from our Assistant Principals. As we have moved to a more collaborative management model between Principals and Assistant Principals, discontinuities in work days and schedules have presented challenges. Assistant Principals will now work 210 days each year.

Last, we increased the “stipend” paid to administrators who achieve the doctorate to bring this in line with stipends in other Fairfield County districts. Currently, there are six administrators with Ph.D.

Healthcare costs for both the Town of Greenwich and GOSA members have been significantly reduced through the conversion of all employees to the newly available Connecticut State Employee insurance pool plan. Currently, employees participate in a High Deductible – Healthcare Savings Account plan administered by the Town of Greenwich. Given Greenwich’s small employee pool and actual claims experience, Town Administrators expect this plan’s premiums to increase at 14%, 10% and 10% over the next three years. As a result, controlling escalating healthcare costs became a primary objective in this contract negotiation.

Earlier this year, Public Act 15-93 was passed into law which required the Connecticut State Comptroller to offer non-state public employers and their employees healthcare coverage under the state employee health insurance plan. The “Connecticut Partnership Plan” premiums are substantially below those of the ToG healthcare plans. However, the BoE and Town Labor Relations were concerned about our ability to maintain control of the Town’s benefits plans and manage or mitigate any future premium cost increases if GOSA Administrators were permitted to enter the State plan. We have successfully negotiated a “cap” to any unanticipated premiums. GOSA employees shall be directly assessed any additional premium costs that exceeded projected claims costs that the Town of Greenwich would incur for BoE/GOSA employees. This arrangement allows ToG to achieve substantial immediate cost savings and caps future exposures. Healthcare premium changes are expected to decrease -16.0% during 2016-17 and increase 5.88% each year thereafter. This is substantially below the 14%, 10% and 10% increase anticipated by ToG Human Resources and Labor Relations. Last, this plan advances the Town towards a defined contribution arrangement where town’s share of employee healthcare expenses are defined and excess costs become employee responsibilities.

The BoE makes annual contributions to administrators’ tax-deferred retirement plan accounts. These 403b plan contributions are common for administrators in many other schools districts in Fairfield County. To achieve the healthcare premium savings and cost escalation cap, we agreed to share part of our first year benefits savings with GOSA. Accordingly, we will make a one-time supplemental contribution to the retirement accounts to each plan participant.

Finally, we negotiated changes in payroll administration for efficiency and alignment to ToG audit guidelines. A “payroll lag” shall be implemented resulting in employees being paid in arrears rather than in advance

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

Attachments: separate packet
Memorandum of Agreement
Cost Sheet
Comptroller Certification of Costs
Agreement