

RTM ADMINISTRATIVE SERVICES COMMITTEE

Town of Branford

Nancy McCormack, Mark McCall, Alex Larsson, Victoria Verderame, Frank Twohill, Anthony Alfone
Dan Adelman, Chair

REGULAR MEETING MINUTES

January 2, 2024 @ 7:00 p.m.

The regular meeting of the RTM Administrative Services Committee convened on Tuesday, January 2, 2024 at 7:00 p.m. at the Branford Community House, 46 Church Street, Branford, CT. In attendance were Representatives Anthony Alfone, Mark McCall, Nancy McCormack, Frank Twohill, Victoria Verderame and Chair Dan Adelman. Representative Alex Larsson was absent.

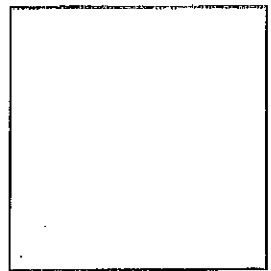
Also in attendance: 1st Selectman James Cosgrove, Dir. of Human Resources Margaret Luberda, Representatives Tracy Everson, Maryann Amore, Ray Ingraham and Carolyn Syres

1. To approve the meeting minutes from December 5, 2023 meeting.
A motion to approve was made by Rep. McCormack and seconded by Rep. Verderame. Motion carried unanimously.
2. To approve the agreement by and between the Town of Branford and the Town of Branford employees, UPSEU, (United Public Services Employee Union) through June 30, 2026.
The motion to approve was made by Rep. Verderame and seconded by Rep. McCormack. The motion carried unanimously.

Representatives Ingraham, Twohill and Everson had questions re: IT Salary Changes, the withdrawal of grievances mentioned at the bottom of both contracts, how the 2.5% salary increases fare relative to other municipalities across the state and 35 hr vs 40 hr work weeks of different employees. All questions were answered by either 1st Selectman Cosgrove or Dir. Luberda.

Below are highlighted negotiated contract results:

- a. Article 3, Recognition, page 4



REC'D
2024 JAN -4 P 12:01

2024 JAN -4 P 12:01

RECEIVED

Updated the contract to include MOA title changes to better enhance job titles more relevant to increasing candidate talent hiring pool and the position's responsibilities. Position title changes included Crime Research, Police Accreditation and Special Projects Manager; Senior IT Systems Administrator; IT Systems Administrator; Library Coordinator and Civil Design Engineer.

b. Article 11, Wages, page 9-10

| | |
|--------------|------|
| July 1, 2022 | 2.5% |
| July 1, 2023 | 2.5% |
| July 1, 2024 | 2.5% |
| July 1, 2025 | 2.5% |

c. Article 14, Vacations, page 11

Modified vacation eligibility from a July 1 increase date for all to an eligibility anniversary date or date of hire.

No more than 5 days of carry over vacation may be requested to a maximum of 25 carry over vacation days.

d. Article 15, Compensation Time Off in Lieu of Overtime Pay, page 13

An employee who earns compensation time off can use this time within 12 weeks of it being earned as compared to within 10 weeks in the former contract. Employees will not be required by their Supervisors to change their regular scheduled work hours so that they will not be able to accrue compensatory time off.

e. Article 19, Family, Medical, Military and Leave of Absence, page 15

If requested in writing, the Town may either grant or deny an unpaid leave of absence in its sole discretion.

f. Article 25, Medical Benefits, page 19-29

Stated the Medical and Prescription Employee Programs are covered by the CT Partnership Plan 2.0

| | | |
|--------------|-----|--|
| July 1, 2022 | 15% | health insurance plans employee contribution |
| July 1, 2023 | 15% | health insurance plans employee contribution |
| July 1, 2024 | 16% | health insurance plans employee contribution |
| July 1, 2025 | 16% | health insurance plans employee contribution |

g. Article 31, Duration, page 23

The duration of the contract is through June 30, 2026.

3. To approve the agreement by and between the Town of Branford and the Town of

Branford employees, UPSEU, (United Public Services Employee Union) Local #405 through June 30, 2026.

A motion to approve was made by Rep. McCormack and seconded by Rep. Alfone. The motion carried unanimously.

Below are highlighted negotiated contract results:

a. Article 6, Wages and Benefits, pages 9-11
Wages

| | |
|--------------|------|
| July 1, 2022 | 2.5% |
| July 1, 2023 | 2.5% |
| July 1, 2024 | 2.5% |
| July 1, 2025 | 2.5% |

The Land Use Customer Services Coordinators and the Administrative Assistant Solid Waste position's responsibilities were reviewed and for internal equity reasons these positions will move from the Group 3 level to the Group 2 level after the execution of the contract.

b. Article 6.1 Benefits

Stated the CT Partnership 2.0 plan covers the Medical and Prescription Employee Benefits.

| | | |
|--------------|-------|--|
| July 1, 2022 | 14% | health insurance plans employee contribution |
| July 1, 2023 | 14% | health insurance plans employee contribution |
| July 1, 2024 | 14.5% | health insurance plans employee contribution |
| July 1, 2025 | 15% | health insurance plans employee contribution |

c. Article 16, Duration, page 18

The duration of this contract is through June 30, 2026.

4. Rep. Verderame made a motion to adjourn, which was seconded by Rep. McCormack and the meeting adjourned at 7:30pm.

Submitted January 3, 2024
Nancy McCormack, Clerk
Administrative Services Committee