

STATE OF CONNECTICUT – COUNTY OF TOLLAND  
INCORPORATED 1786

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[www.ellington-ct.gov](http://www.ellington-ct.gov)

JAMES M. PRICHARD  
Deputy First Selectman

MELINDA M. FERRY  
AARON J. FOSTER  
DAVID E. STAVENS  
RONALD F. STOMBERG  
JOHN W. TURNER



LORI L. SPIELMAN  
First Selectman

BOARD OF SELECTMEN  
SPECIAL MEETING  
Monday, December 5, 2016  
Town Hall – Meeting Hall

Minutes

SELECTMEN PRESENT: Lori L. Spielman, Melinda M. Ferry, Aaron J. Foster, James M. Prichard, David E. Stavens and John W. Turner

SELECTMEN ABSENT: Ronald F. Stomberg

OTHERS PRESENT: Nicholas J. DiCorleto, Jr., Finance Officer/Treasurer, Felicia LaPlante, Assistant Finance Officer/Deputy Treasurer, Marie Sauve, Human Resources Coordinator, Tim Webb, Director of Public Works, LouAnn Cannella, Executive Assistant

I. CALL TO ORDER

First Selectman Spielman called the meeting of the Board of Selectmen (BOS) to order at 6:30 p.m.

II. CITIZENS' FORUM

No citizens came forward.

III. EXECUTIVE SESSION

A. For the purpose of strategy and negotiation with respect to collective bargaining related to the Department of Public Works Union Contract:

MOVED (TURNER), SECONDED (FOSTER) AND PASSED UNANIMOUSLY TO GO INTO EXECUTIVE SESSION AT 6:31 P.M. FOR THE PURPOSE OF STRATEGY AND NEGOTIATION WITH RESPECT TO COLLECTIVE BARGAINING RELATED TO THE DEPARTMENT OF PUBLIC WORKS UNION CONTRACT.

PRESENT: Board of Selectmen members, Marie Sauve, Nicholas DiCorleto, Felicia LaPlante, Tim Webb, LouAnn Cannella

The BOS came out of Executive Session at 6:51 p.m.

- B. For the purpose of strategy and negotiation with respect to collective bargaining related to the Town Hall Employees Union Contract

MOVED (TURNER), SECONDED (STAVENS) AND PASSED UNANIMOUSLY TO GO INTO EXECUTIVE SESSION AT 6:52 P.M. FOR THE PURPOSE OF STRATEGY AND NEGOTIATION WITH RESPECT TO COLLECTIVE BARGAINING RELATED TO THE TOWN HALL EMPLOYEES UNION CONTRACT.

PRESENT: Board of Selectmen members, Marie Sauve, Nicholas DiCorleto, Felicia LaPlante, Tim Webb, LouAnn Cannella

The BOS came out of Executive Session at 7:17 p.m.

B. NEW BUSINESS:

A. Ratification of DPW Union Contract

MOVED (TURNER), SECONDED (FOSTER) AND PASSED UNANIMOUSLY TO RATIFY THE CONTRACT BETWEEN THE TOWN OF ELLINGTON AND THE ELLINGTON PUBLIC WORKS DEPARTMENT AND CUSTODIANS, LOCAL 1303.009 OF COUNCIL 4, AFSCME, AFL-CIO, EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2019 AND AUTHORIZE THE FIRST SELECTMAN TO EXECUTE SAID CONTRACT.

B. Ratification of Town Hall Employees Union Contract

MOVED (TURNER), SECONDED (FERRY) AND PASSED UNANIMOUSLY TO RATIFY THE CONTRACT BETWEEN THE TOWN OF ELLINGTON AND THE ELLINGTON TOWN HALL EMPLOYEES, AFSCME, AFL-CIO LOCAL 1303-473 OF COUNCIL 4, EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2019 AND AUTHORIZE THE FIRST SELECTMAN TO EXECUTE SAID CONTRACT.

C. Amendment to Ellington Personnel Rules & Regulations, Section 9-2, A. Medical Insurance

MOVED (TURNER), SECONDED (PRICHARD) AND PASSED UNANIMOUSLY TO AMEND SECTION 9-2A OF THE PERSONNEL RULES & REGULATIONS BY REPLACING CURRENT LANGUAGE WITH THE FOLLOWING LANGUAGE:

High Deductible Health Plan/Health Savings Account (HDHP/HSA) Plan:

Eligible employees may elect coverage under a HDHP/HSA Plan with deductibles of Two Thousand Five Hundred Dollars (\$2,500) for a single and Five Thousand Dollars (\$5,000) for two-person and family coverage. In and out-of-network benefits share the same deductible. For out-of-network the member will have an additional responsibility for 20% of the cost of services after deductible until the cost share maximum ("CSM") reaches \$5,000 single (includes deductible) and \$10,000 family (includes deductible). The CSM also includes prescription copays after deductible.

Effective January 1, 2017, the Town shall fund eighty percent (80%) of the deductible cost into a Health Savings Account (HSA) for each employee through a single deposit in the first pay period of January 2017. Effective January 1, 2018, the Town shall fund eighty percent (80%) of the deductible cost through proportionate deposits in the first pay period in January 2018 and

the first pay period in July 2018. Effective January 1, 2019, the Town shall fund seventy-five percent (75%) of the deductible cost through proportionate deposits in the first pay period in January 2019 and first pay period in July 2019.

Effective January 1, 2017, employees who elect benefits under the HDHP shall contribute thirteen percent (13%) of the premium cost for said insurance for themselves and their dependents by bi-weekly payroll deductions. The employee premium share contribution shall increase to fourteen percent (14%) effective January 1, 2018; and fifteen percent (15%) effective January 1, 2019.

For new employees and any employee who, due to a qualifying event, enrolls in the HDHP after January of any given HDHP plan year, the Town's contributions to an employee's HSA shall be prorated by month to reflect the proportional number of months remaining in the plan year.

The Town's annual contribution toward the funding of the HSA is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for employees. The Town shall have no obligation to fund any portion of the plan for retirees or other individuals upon their separation from employment.

If the total cost of this group health plan triggers an excise tax under Internal Revenue Code Section 49801, and/or any other local, state or federal statute or regulation, the Town may (1) seek an alternative insurance plan with a total combined cost that either reduces/mitigates the excise tax or falls below the excise tax thresholds.

#### D. Discussion Regarding Additional Staff in the First Selectman's Office

Ms. Spielman stated that Julia Connor, Administrative Secretary in the Recreation Office, has been working in her office to help with the increased workload. Ms. Sauve added that Julia was hired in early September to help out when the Executive Assistant was out on Short Term Disability. Julia has continued working approximately 16 hours a week to assist with the extra work and backlog. Ms. Sauve explained that the workload for the support staff in the First Selectman's office has increased significantly in the area of Human Resources responsibilities, providing clerical assistance to the Emergency Management Director and with the introduction of the social media accounts. Collectively the BOS ask the First Selectman to continue to monitor the need for additional help and requested that she report back to the BOS on a monthly basis.

#### V. ADJOURNMENT

MOVED (PRICHARD), SECONDED (STAVENS) AND PASSED UNANIMOUSLY TO ADJOURN THE MEETING OF THE BOARD OF SELECTMEN AT 7:35 P.M.

Submitted by Marie Sauve Approved by \_\_\_\_\_  
Marie Sauve

Lori L. Spielman  
Lori L. Spielman

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BOARD OF SELECTMEN  
Monday, December 12, 2016  
Town Hall – Meeting Hall

## 31<sup>st</sup> ANNUAL FIRE PREVENTION POSTER CONTEST AWARD PRESENTATION

Fire Marshal, James York, along with First Selectman Lori Spielman, presented the following student awards:

### Fifth Grade

First Place: Jenna Garrow, Windermere School  
Second Place: Julia Goric, Center School  
Third Place: Kayleigh Wiegand, Crystal Lake School

### Board of Selectmen:

SELECTMEN PRESENT: Lori L. Spielman, Melinda M. Ferry, Aaron J. Foster, James M. Prichard, David E. Stavens, Ronald F. Stomberg, John W. Turner

OTHERS PRESENT: Nicholas J. DiCorleto, Jr., Finance Officer/Treasurer, Nancy Stillman, President, EVAC; Mark O'Donnell, Treasurer, EVAC; Timothy Webb, Public Works Director/WPCA Administrator, Gary Feldman, Sr., Chief EVFD; Jordan Reed

### I. CALL TO ORDER

First Selectman Spielman called the meeting of the Board of Selectmen (BOS) to order at 7:17 p.m.

II. CITIZENS' FORUM: No one came forward.

### III. APPROVAL OF MINUTES

A. November 14, 2016 Board of Selectmen Regular Meeting

MOVED (TURNER), SECONDED (STOMBERG) AND PASSED UNANIMOUSLY TO APPROVE THE BOARD OF SELECTMEN REGULAR MEETING MINUTES OF NOVEMBER 14, 2016.