



John L. Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

**MAYOR STEPHEN WOODS**

## NEWINGTON TOWN COUNCIL

**Conf. Room L-101 (Lower Level) – Town Hall  
131 Cedar Street**

### SPECIAL MEETING AGENDA

**November 18, 2014**

**7:00 P.M.**

- 
- I. PLEDGE OF ALLEGIANCE
  - II. ROLL CALL
  - III. PUBLIC PARTICIPATION – IN GENERAL (**In Person/Via Telephone: 860-665-8736**)  
(3 MINUTE TIME LIMIT PER SPEAKER ON AGENDA ITEMS ONLY)
  - IV. CONSIDERATION OF OLD BUSINESS (**Action May Be Taken**)
    - A. Town Hall/Community Center Project
    - B. Administrative Group Amendment to Classification and Pay Plan
  - V. CONSIDERATION OF NEW BUSINESS (**Action May be Taken by Waiving the Rules**)
    - A. Crestview Drive/Town-wide Tree Planting Program
    - B. CRCOG Municipal Planning Organization: Accept New Member Towns
    - C. Newington Teachers' Association Tentative Contract (**Action Requested**)
    - D. Consideration of Canceling the December 23, 2014 Town Council Meeting
  - VI. RESIGNATIONS/APPOINTMENTS (**Action May Be Taken**)
    - A. Appointments to Boards and Commissions
      1. Affordable Housing Monitoring Agency
      2. Commission on Aging and Disabled
      3. Balf-Town Committee
      4. Board of Education Roof Replacement Project Building Committee
      5. Capitol Region Council of Governments
      6. Central Connecticut Health District Board of Directors
      7. Committee on Community Safety
      8. Conservation Commission
      9. Development Commission
      10. Downtown Revitalization Committee
      11. Employee Insurance & Pension Benefits Committee
      12. Environmental Quality Commission
      13. Board of Ethics
      14. Fair Rent Commission

Phone: (860) 665-8510 Fax: (860) 665-8507  
townmanager@newingtonct.gov  
www.newingtonct.gov

15. Newington Housing Authority
16. Human Rights Commission
17. Newington School Career Technical Program Renovation Project Building Committee
18. Open Space Committee
19. Board of Parks and Recreation
20. School Improvements Project Building Committee
21. STEM Academy PBC
22. Senior & Disabled Center Roof Replacement Project Building Committee
23. Standing Insurance Committee
- 24. Town Hall Renovations Project Building Committee**
25. Town Plan & Zoning Commission
26. Tri-Town Community Cable Access
27. Vehicle Appeals Board
28. West Meadow Cemetery Expansion Project Building Committee
29. Zoning Board of Appeals

VII. TAX REFUNDS (**Action Requested**)

VIII. MINUTES OF PREVIOUS MEETINGS (**Action Requested**)

- A. Regular Meeting, 10/28/14

IX. WRITTEN/ORAL COMMUNICATIONS FROM THE TOWN MANAGER, OTHER TOWN AGENCIES AND OFFICIALS, OTHER GOVERNMENTAL AGENCIES AND OFFICIALS AND THE PUBLIC

X. COUNCIL LIAISON/COMMITTEE REPORTS

XI. PUBLIC PARTICIPATION – IN GENERAL (**In Person/Via Telephone: 860-665-8736**)  
(3 MINUTE TIME LIMIT PER SPEAKER ON AGENDA ITEMS ONLY)

XII. REMARKS BY COUNCILORS

XIII. EXECUTIVE SESSION RE: PERSONNEL & COLLECTIVE BARGAINING

XIV. ADJOURNMENT



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

## OFFICE OF THE TOWN MANAGER

### MEMORANDUM

To: Newington Town Council  
From: John Salomone, Town Manager  
Date: November 13, 2014  
Re: Town Hall/Community Center Renovations Project & Reformulation of Committee

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There has been an item on the Council agenda pertaining to the Town Hall/Community Center project for the last few months. Since this is an open item, the Town Council is free to discuss various items within the scope of the project, its status in general and next steps for the Council and the Project Building Committee.

In addition, there will be an update to the Council regarding the Town Hall project focus groups, held on November 12, 13 and 15.



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

## OFFICE OF THE TOWN MANAGER

### MEMORANDUM

To: Newington Town Council  
From: John Salomone, Town Manager  
Date: November 13, 2014  
Re: Administrative Group Proposed Amendment to Classification and Pay Plan

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As discussed at the October 28 meeting, the Council adopted FY 2014-15 budget contains funding for an approximate 3% salary increase for eligible Administrative Group (exempt) personnel for the current fiscal year.

There are 41 employees in the Administrative Group including department heads and entry level to mid-level non-union employees such as IT department staff, social workers, Senior Center staff, Town Clerk department staff, Town Manager's Office staff, certain administrative assistants, etc.

Earlier in the year, the Town Council instructed the Town Manager to conduct an annual performance evaluation (review) for each department head. These evaluations have been completed and department heads' increases will be contingent upon the evaluations.

According to §902 of the Newington Charter, all amendments to the classification and pay plan, upon the recommendation of the Town Manager, must be approved by the Town Council by resolution. At the next meeting, I will be requesting a resolution implementing said change in the classification and pay plan.

As indicated above, there are sufficient funds in the approved FY 2014-15 budget to implement the changes.

Attach.

AGENDA ITEM: IV.B.

DATE: 11-18-14

RESOLUTION NO. \_\_\_\_\_

WHEREAS, the Council adopted FY 2014-15 budget contains funding for an approximate 3% salary increase for certain employee wage increases not otherwise allocated in union agreements; and

WHEREAS, the Town Manager has implemented a performance review process for Department Heads as a first step in a merit review process for all non-union full-time employees; and

WHEREAS, there is sufficient funds in the budget to implement these changes in the Classification and Pay Plan;

NOW, THEREFORE BE IT RESOLVED, that the Town Manager is authorized to amend the Classification and Pay Plan to reflect the merit raises for the 2014-15 Fiscal Year.

MOTION BY: \_\_\_\_\_

SECONDED BY: \_\_\_\_\_

VOTE: \_\_\_\_\_



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

## OFFICE OF THE TOWN MANAGER

### MEMORANDUM

To: Newington Town Council  
From: John Salomone, Town Manager  
Date: November 13, 2014  
Re: Crestview Drive/Townwide Tree Program

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In conjunction with the residence of Crestview Drive, the Town of Newington is in the process of formulating a preliminary program to reforest the public streets within the Town. Attached are some materials regarding the program.

In addition to the Parks and Recreation proposal, staff is suggesting that the Town assist in reforestation of areas adjacent to but not on Town right of ways. Citizens of Crestview Drive who wish to plant on their own property would receive advice on distances to right of ways and utilities, as well as species and care of said trees.

In the fiscal year 2015 – 16 capital improvement program I will be proposing funds to implement the reforestation program for our streets. We can discuss the details of the funding at that time.

Attach.



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 Cedar Street Newington, Connecticut 06111

## Parks & Recreation Department

Bruce Till  
Superintendent

### NEWINGTON BOARD OF PARKS & RECREATION

TUESDAY, October 14, 2014

\*Conference Room L - 100,

BOARD MEETING @ 7:30 pm

### AGENDA

1. Call to order
2. Roll call
3. Approval of minutes of September 9, 2014
4. Public participation
5. Correspondence/Communications/Reports
  - Monthly Report – August & September
  - To: Bruce Till From: Jane Calderone
6. Old Business
  - Community Center update
  - Mill Pond pavilion update
  - Chapel update
7. New Business
  - Crestview Drive tree planting
  - MDC projects
8. Public participation
9. Adjournment

\*please note room change

To: Mayor Stephen Woods, Town Manager John Salomone, Newington Town Council members, Town Tree Warden Tom LaPierre and Superintendent of Parks and Recreation Bruce Till

From: Residents of Crestview Drive

**Background:**

Our street, Crestview Drive, is just one example of a Newington street that was once lined with trees from end to end making it a beautiful and much desired neighborhood. Over the recent years disease, insects and utility tree trimming have resulted in the loss of almost all of those trees. (see photo attached) Widening of streets and MDC projects have also resulted in healthy trees recently being cut down across town. Mountain View Drive is a perfect example where all the trees between Main St and Crestview Drive were recently removed with no replacements.

**Objective:**

The residents of Crestview Drive would like to plant new trees along the street line. We want of bring back the beauty and elegance of this wonderful neighborhood.

After speaking to Bruce Till recently we were told this is a town-wide issue and would be discussed at an upcoming Town Council meeting.

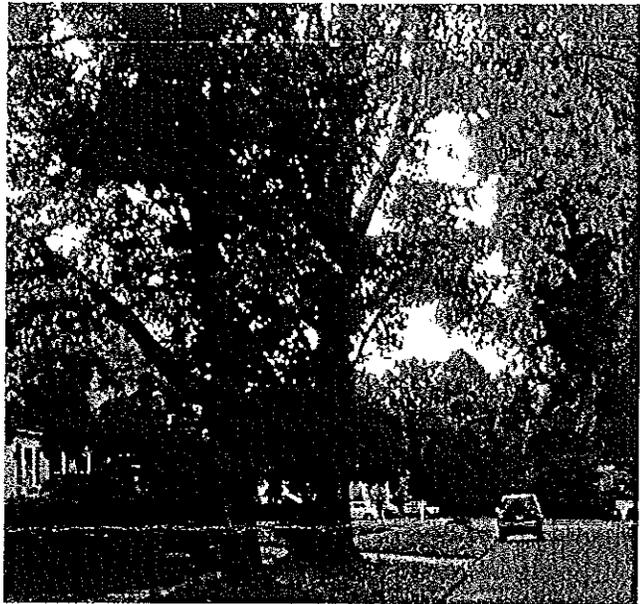
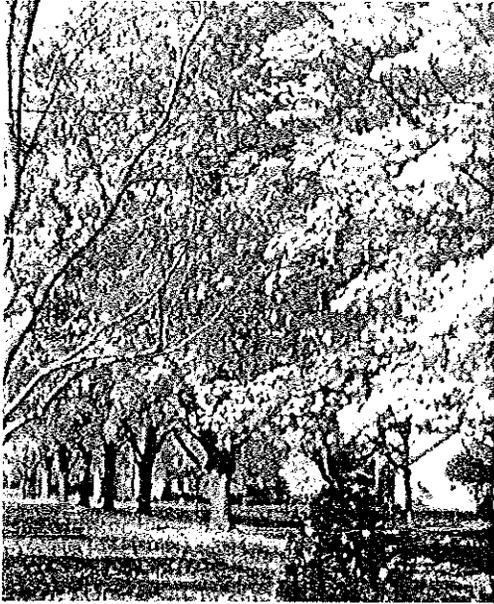
**Action Desired**

- We the undersigned, emphatically request that the Town Council implement an action plan to replace trees when older diseased or damaged trees are removed including those recently removed on Crestview Drive and Mountain View Drive.
- We also request that the Town of Newington work closely with Utility Companies to implement a conservative pruning policy, if needed, for trees that we, the residents of Crestview Drive, plant at our own expense in the area between the road and sidewalk.

Please reply via email to acknowledge receipt of this request. We look forward to your support of our effort to maintain the beauty of our wonderful Town.

Sincerely,

James and Debra Barnicle 62 Crestview Drive: on behalf of the undersigned residents of Crestview Drive.



**NEWINGTON PARKS & RECREATION  
BOARD OF DIRECTORS  
TUESDAY, October 14, 2014**

**I. CALL TO ORDER**

Don Woods called the meeting to order at 7:30 pm

**II. ROLL CALL**

Board: Eileen Francolino, Mary Udice, Ed Marchion, Jen Win-Johnson, Ken Leggo, Don Woods, Richard Khentigan

Board Members Absent: Robert Fresen, Kathy Zolad, Bill DeBlasio

Staff: Superintendent Bruce Till

**III. APPROVAL OF THE MINUTES OF September 9, 2014**

**Mary Udice made a motion to approve the minutes of the September 9, 2014 meeting. Eileen Francolino seconded the motion. The motion passed with a 7-0 vote.**

**IV. PUBLIC PARTICIPATION:**

**Jim Barnicle, 62 Crestview Drive:** Stated prior to this meeting he sent an email to the Town Council, Mayor, and Bruce, regarding replacement of the trees that once lined Crestview Drive. Mr. Barnicle stated that over the past few years diseased and healthy trees have been removed due to utility tree trimming and MDC street widening projects which have resulted in a loss of almost all of the street lined trees on Crestview and other neighboring streets as well. The objective of the residents of Crestview Drive is to replant new trees along the street line. They also request the Town Council implement an action plan to replace trees when old or diseased trees are removed and implement a conservative pruning policy with the utility company with trees that are planted at the homeowner's expense in the area between the road and the sidewalk. The residents of Crestview Drive are looking for discussion on this topic, is there a budget for this, along with stump removal.

**Don Cosway, 66 Crestview Drive:** Asked if the Tree Warden would know more about this issue and if this issue would be discussed a tonight's meeting.

**Mady Kenny 53 Crestview Drive:** Asked if Bruce Till would provide copies of the study done by DEEP so the residents of Crestview Drive have that information. She also requested that Jim Barnicle be informed the next time this subject will be discussed at a future meeting.

**Michael Bonaiuto, 57 Crestview Drive:** Stated that MDC put signs on nine to eleven trees, mostly healthy, that were taken down without discussion to the residents at the entrance to the Crestview Drive neighborhood. He feels that Crestview, Crestview Drive North, Northwood, Centerwood, and Southwood streets are supposed to be models to the downtown area. He feels that the streets within walking distance of the town center should be included in the beautification budget and that the street scape is important to the homeowner's property values. Without trees lining the streets the cars are now speeding down the road because they have a clear path way and this is also bringing down property values. He also stated he doesn't

necessarily want the town to plant new trees he just wants approval for the residents to be able to plant new trees in the tree belt area. He believes the trees that were removed were originally planted by the town.

**Debbie Barnicle, 62 Crestview Drive:** Asked if the stumps would be removed by the town.

**Diana Krusell, 56 Crestview Drive:** Asked if the stump is on the apron, it is on the town property could she have a stump grinder come in and grind the stump.

**Ed Horan 35 Crestview:** Stated he never lost power or had any issues during the storms over the past 20 years, prior to the tree removal.

### **In response to public participation:**

Bruce received the email from Jim Barnicle, he requested the residents of Crestview attend tonight's meeting and bring this subject up to the Commission. Bruce stated he will be bringing this matter up for discussion at a future public works meeting. He has also mentioned to the Town Manager that the residents of Crestview would be coming to tonight's meeting and also would possibly be attending the Town Council meeting too. Bruce and the Town Manager are not aware of a tree policy for town, they are in discussion of taking a look at that and having the Town Council address this issue, the tree warden is also involved in this discussion. Bruce will try and answer some questions tonight and bring the commission up to speed on this subject. Bruce will also provide copies of the study done by DEEP to the Crestview Drive residents. Bruce will let the point person, Jim Barnicle when this matter will be discussed in at future meetings so he can attend. He will discuss this issue further regarding the stump removal and who is responsible. Bruce feels there needs to be a town wide policy on how this is handled and at some point may become a budget issue for the town. Don said he will do what he can to help the residents of Crestview but thinks it may take more than a couple meetings to resolve this issue and also recommended the Crestview Drive residents voice their concerns at the Town Council meeting.

## **V. CORRESPONDENCE/COMMUNICATIONS/REPORTS**

**Correspondence:** Letter from Jane Calderone regarding the Senior Center Garden Project, she was very happy with the way it turned out. She mentioned in the letter that the gardens were in good shape for the winter and was fortunate to have help from Mark, Steve and the staff and is looking forward to next year.

**Monthly Report:** Just into another season, summer was good. The brochure went out with all the new programs. Eileen mentioned a possibly getting a performer from American Idol for next year's Extravaganza. It hasn't come up in conversation with Bruce and the carnival person as of yet.

## **VI. OLD BUSINESS**

**Community Center:** Bruce passed around results from a telephone survey that was done after the referendum for the community center. The process now for the community center is to put focus groups together, those are being organized. Decision Point LLC will be conducting the focus groups. Bruce mentioned to the Commission that if they are or know of anyone that is interested in being a part of these focus groups to let him know. Mary Udice would like to be on

the focus group. There are interviews taking place for the new building committee in the next few days, the new building committee will be approved at the October 28<sup>th</sup> Town Council meeting. Parks and Recreation Commission will not have a seat on the new building committee; it will be filled with one Democratic council, one Republican council and five members of the public. Don asked if the focus groups will be a quick or a long process. Bruce mentioned the Town Manager said it should only be a few meetings. Eileen mentioned that in the Town Council meeting packet each group will meet three to four hours by November. Everything is starting from scratch for the Community Center, new Architect and Construction Manager, new design, and new Building Committee.

**Mill Pond Pavilion:** The landscaping is finished and everyone agreed it looks very nice. It is very attractive and will serve the community well through all the future concerts. Bruce thanked Andy for his generous donation for the new pavilion. Don was asking if there was any decision on the old Gazebo, Bruce is not moving it at this time, he was thinking about moving it to a neighborhood park. Bruce was thinking about possibly making some repairs to it and keeping it in its original spot. Eileen asked if the gazebo repairs could be an Eagle Scout project, which could be possible if contractors are willing to work with the scout. Ken said the response from two bands that had played there over the summer said it was great and the lighting was nice.

**Chapel:** Bids came in over budget. Bruce is working with Red who is part of the Engineering Department, he came in last week and has taken over Korpak's position. Bruce has had several meetings with him and met with the architect and contractor to work out a new number. Bruce recommended to the Town Manager that they rebid the job because the scope of work has changed so much. Bruce thinks his staff can work on the footing, foundation and excavating for the project. He will discuss that more before he does rebid the work. Eileen asked if the current chapel is still useable, Bruce said that it is. The area has been grubbed and hydroseeded, some trees have been taken down for now. Bruce is going to have his crew finish the landscaping after the addition is put on.

## **VII. NEW BUSINESS**

### **Crestview Drive Tree Planting:**

Bruce has discussed this with the Public Works group the issues, concerns and how it will be addressed. Bruce would like to know where to plant the trees, who will be responsible for the planting, where will the money come from, trees have been taken down all over town so this will be a town wide issue not just for one street. Bruce will have the tree warden be a part of this discussion. It will be on the public works agenda next month and also the parks and recreation agenda. The town manager would like some direction from parks and recreation commission. A plan needs to be in order and a budget needs to be decided by the Town Council. Bruce mentioned that some residents want to plant their own trees, of course they can plant on their own property but most residents will wait to see what the town decides. Bruce is recommending that some kind of tree planting policy be made for the town. Don mentioned that in 1970's and 80's it was a requirement put out by the town that in new developments two hardwood trees be planted by the developer and at the developers cost in the homeowners front yard, not in the tree belt (area lining the street). Jim Barnicle (of Crestview Drive and also the representative for the residents of Crestview Drive) mentioned that trees they would like to see replaced are in the tree belt area. Jim Barnicle has noticed that along Main Street between Mountain View and the

center of town at least half dozen new trees have been planted in the last three to four years. Bruce mention only new trees that have been planted by the town are the new street scape near Market Square. Don mention Main Street is state property. Ed mentioned that in West Hartford he has planted trees for residents who have gotten permission from the town and were planted at the homeowner's expense. Jim Barnicle said that is what the residents of Crestview Drive would like to be able to do and would pay for the trees and to have them planted themselves. Don mention that the Maple decline was possibly from the salt that was being used in the winter on the roads and suggested to Jim that if he plans to replicate that look to choose a different type of tree. This issue will be back on the Parks and Recreation agenda for next month. Don would be happy to try and help move this issue along, but it might ultimately be in the Town Councils hands.

**MDC Projects:** The project in the Mill Pond Park area is going well. The MDC will be there for a while, the path around the pond is blocked at the moment but the work has to get done. They have done a good job with PR getting flyers and information out to the neighbors in the area. The MDC was also up near Young Farm and the area that was disturbed has now been put back.

#### **VIII. PUBLIC PARTICIPATION:**

**None**

#### **VIII. ADJOURNMENT**

**MOTION: A motion was made by Richard Khentigan. Ken Leggo seconded the motion, all were in favor and the meeting was adjourned at 8:30 pm with a 7-0 vote.**

Respectfully submitted,

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Nancy Jay



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

## OFFICE OF THE TOWN MANAGER

### MEMORANDUM

To: Newington Town Council  
From: John Salomone, Town Manager  
Date: November 14, 2014  
Re: CRCOG MPO – Accept New Towns

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Recently, the Towns/Cities of Berlin, Columbia, Coventry, Mansfield, New Britain, Plainville, Southington, Stafford and Willington have applied to join the Capital Region Council of Governments Metropolitan Planning Organization (CRCOG MPO). The MPO is the organization through which federal transportation projects and programs are funded. In order to be accepted into the MPO, a majority of CRCOG Towns, including the largest municipality, must pass a resolution to accept the new municipalities. Although the towns have been accepted into CRCOG they will only officially become part of the CRCOG MPO once these member town resolutions are passed and the Governor approves the change.

Please see the attached communication from CRCOG for more information regarding the steps required to accept new towns into the MPO. If the Council concurs, a resolution to confirm Newington's approval of the new towns will be included for consideration at an upcoming Town Council meeting.

Attach.

**Date:** November 12, 2014  
**To:** CRCOG Policy Board  
**From:** Lyle Wray, Executive Director  
**Subject:** **Metropolitan Planning Organization (MPO) Update**

Updating the boundaries and functions of the new Metropolitan Planning Organization is a multi-faceted, multi-step process. CRCOG's goal is to smoothly transition all CRCOG members into the CRCOG MPO.

The steps are:

1. Towns and cities currently in an MPO (Plainville, New Britain, Southington and Berlin) must have their MPO vote and indicate what MPOs the towns would join. This was accomplished at the CCRPA meeting on October 14<sup>th</sup>.
2. Towns and cities joining the CRCOG MPO who were previously not in an MPO (Stafford, Willington, Coventry, Mansfield and Columbia) must pass a resolution to join the MPO. Currently, CRCOG has received resolutions from Mansfield, Coventry and Columbia.
3. A majority of CRCOG Towns, including the largest municipality and a representation of 75% of the total population must pass a resolution to accept the new towns into the CRCOG MPO.
4. Once the CRCOG MPO acceptance resolutions have been passed, the Governor must approve the change in the MPO and this completes the redesignation process.

CRCOG staff recommends that CRCOG towns begin the process to pass the acceptance resolutions in each of the towns. A model resolution has been provided and CRCOG staff recommends using the current wording in the resolution where possible, as this resolution has been approved by the Connecticut Department of Transportation and the Federal Highway Administration.

Please contact Pauline Yoder at (860) 522-2217, x245 or [pyoder@crcog.org](mailto:pyoder@crcog.org) with any questions you might have regarding the process.

**TOWN LETTERHEAD**

**RESOLUTION TO ACCEPT NEW TOWNS INTO THE CAPITOL REGION COUNCIL OF GOVERNMENTS (CRCOG) METROPOLITAN PLANNING ORGANIZATION (MPO)**

(To be adopted by Municipal Town Council or Board of Selectman)

**WHEREAS**, the towns of Berlin, Columbia, Coventry, Mansfield, New Britain, Plainville, Southington, Stafford and Willington, have voted to join the Capitol Region Council of Governments (CRCOG) Metropolitan Planning Organization (MPO); and

**WHEREAS**, the MPO for the Capitol Region will govern the allocation of federal transportation funding within the Region; and

**WHEREAS**, the Federal 23 CFR 450.310, Metropolitan Planning Organization (MPO) Designation and Redesignation Process requires that units of general purpose local government vote in favor of MPO Redesignation in order for such redesignation to take effect; and

**NOW THEREFORE, BE IT RESOLVED**, that the (Municipal Town Council or Board of Selectman) hereby votes to accept the towns of Berlin, Columbia, Coventry, Mansfield, New Britain, Plainville, Southington, Stafford and Willington, in part or in whole, into the CRCOG MPO.

Dated at \_\_\_\_\_ this \_\_\_ day of \_\_\_\_\_ 2014

**CERTIFICATION**

I, **(insert Name of Town or City Clerk)**, Town/City Clerk of the Town/City of **(insert name of Town or City)** duly elected and qualified according to law and having custody of the seal of the Town/City of **(insert name of Town or City)**, hereby certify that the preceding is a true and correct copy of a resolution duly adopted at a **(insert type of meeting: Town/City Council, Board of Selectman, or Town Meeting)** held on **(insert meeting date)**, and that said resolution has not been amended, rescinded, or revoked and remains in full force and effect.

In Witness Whereof, I have hereunto set my hand and affixed the seal of the Town of \_\_\_\_\_ this \_\_\_ day of \_\_\_\_\_, 2014.

(Town or City seal)

\_\_\_\_\_

(signature)

Town/City Clerk, Town/City of \_\_\_\_\_

SAMPLE



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

## OFFICE OF THE TOWN MANAGER

### MEMORANDUM

To: Newington Town Council  
From: John Salomone, Town Manager  
Date: November 14, 2014  
Re: Teachers' Contract Ratification

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Superintendent of Schools Dr. William Collins and Board of Education members have requested to attend the November 18, 2014 Special Meeting of the Council in order to provide an update regarding the Newington Teachers' Association collective bargaining process. The teachers ratified the tentative agreement on October 29, 2014. If approved, the agreement will be effective July 1, 2015 to June 30, 2018.

In accordance with Section 10-153d(b) of the Connecticut General Statutes, a signed copy of the tentative contract was filed with the Town Clerk's office on October 30, 2014. The terms of the agreement are binding unless the Town Council rejects the contract within 30 days of the filing date. The contract will become effective if the Council does not take action within this timeframe. Please see the attached timeline and rules for more information.

Please see the attached memorandum from Dr. Collins, which provides an overview of the tentative agreement. The tentative agreement will be sent to the Council under separate cover. Due to the timeframe requirements, the Council is requested to waive the rules to consider the attached resolution.

Attach.

## Newington Teachers' Association Negotiation Summary 2014

### Timeline Summary and Rules

Commence Date:	August 3, 2014
Mediation Date:	September 22, 2014
Arbitration Date:	October 17, 2014
NTA Ratification Date:	October 29, 2014
Board Ratification Date:	October 29, 2014
Date filed with Town Clerk:	October 30, 2014

#### Notes:

1. Typically, the contract agreement must be ratified by the parties.
2. If the tentative agreement is ratified, the final agreement must be signed and then filed with the town clerk and the Commissioner of Education.
3. The terms of the agreement are binding unless the legislative body (Town Council) rejects the contract at a regular or special meeting called within 30 days of filing.
4. If contract is petitioned to referendum, at least fifteen percent (15%) of registered voters must participate and majority of those voting must vote to reject contract for it to be valid.
5. If contract is rejected, then it is submitted to binding arbitration.
6. If no action is taken by the legislative body as described above, it automatically becomes binding for the time period as negotiated.

DATE: November 5, 2014

TO: Mayor Stephen Woods  
and  
Town Council Members

FROM: Dr. Marc B. Finkelstein, Board of Education Chairperson

SUBJECT: **AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE  
TOWN OF NEWINGTON AND THE NEWINGTON TEACHERS'  
ASSOCIATION**

The Newington Board of Education at its meeting held on October 29, 2014, ratified the bargaining unit contract with the Newington Teachers' Association. The teachers ratified the agreement earlier during the day on October 29, 2014.

A signed copy of the contract was filed with the Town Clerk's office in accordance with Section 10-153d(b) as amended of the Connecticut General Statutes. The agreement is for a three-year period beginning July 1, 2015 extending to June 30, 2018.

We believe this agreement minimizes the required funding for the salaries of our employees. The changes in medical insurance coverage will provide increased savings over the life of the contract. Other minor changes made to the language of the contract will not have a significant financial impact.

Although only minor language changes to the contract were made, important highlights in the areas of salary and benefits are as follows. Highlights of this three-year agreement are:

### **SALARY**

<b><u>WAGES</u></b>	<b><u>2015-2016</u></b>	<b><u>2016-2017</u></b>	<b><u>2017-2018</u></b>	<b><u>Total</u></b>
General Wage Increase (GWI) - All	0.00%	0.00%	0.00%	0.00%
GWI -Top Step Only	1.40%	1.08%	1.12%	--
Overall GWI Average	0.77%	0.67%	0.76%	2.20%
Step Increment	2.22%	2.32%	2.23%	6.77%
Total Increase	2.99%	2.99%	2.99%	8.97%

### **SALARY LANES**

The number of salary lanes has been reduced from ten (10) to seven (7). The BA+30, MA+30 and CAGS+30 salary lanes have been eliminated. This will represent a savings to the Board.

## **BENEFITS**

A High Deductible Health Plan (HDHP) with a Health Saving Account (HSA) has been added as an option for the first two years of the contract and a requirement for all members in the 3<sup>rd</sup> year of the contract. This will put the Board of Education in a position to minimize/avoid the financial impact of the Obamacare “Cadillac Tax” for as long as possible. The PPO has been eliminated; therefore, the two options available to association members for the first two years will be Century Preferred Plan with a premium cost share of 20% in the first year. This is up from 17%, and increase to a 21% cost share in the second year. The specific plan design details are listed below.

### **Medical Insurance**

The plan design for the health insurance benefits shall be changed as follows in the insurance section of the contract:

1. Move all employee and retirees into the continuing Century Preferred Plan with the following parameter changes effective 7/1/15:
  - a. Office Visit Copays from \$20 to \$25
  - b. Emergency Room Visit Copays from \$25 to \$100
  - c. Urgent Care Visit Copays from \$25 to \$50
  - d. Outpatient Surgery Copays from \$150 to \$200
  - e. Inpatient Surgery Copays from \$250 to \$300
  - f. Prescription Copays from \$5/\$20/\$30 to \$5/\$20/\$40
  - g. Out of Network Deductible from \$250/\$500/\$700 to \$500/\$1000/\$1500
  - h. Out of Pocket maximums from \$1050/\$1700/\$2300 to \$1500/\$3000/\$4500
  - i. Employee Premium Cost Share 20% Yr 1/21% Yr 2
  - j. Current Blue Care Plans eliminated immediately - Century Preferred Plan Modified (a. - i.)
  - k. Century Preferred Plan eliminated 6/30/17
  - l. This plan not available to new hires
  
2. Add HDHP as a voluntary option for BOE certified employees effective 7/1/15;  
The HDHP becomes the sole option 7/1/17:
  - a. \$2000/\$4000 deductible
  - b. 50% employer funding contribution towards deductible (\$1000/\$2000 based on \$2000/\$4000 deductible)
  - c. BOE Funding dates: by 7/31/XX and 1/31/XX  
(50% of Annual Contribution by these dates)
  - d. Add vision rider to replace lost benefits
  - e. All employees transfer to this plan effective 6/30/17.
  - f. Employee Premium Cost Share 15% Yr 1/15.75% Yr 2/16.25% Yr 3
  - g. All new hires must enroll in the HDHP Plan.
  - h. Plan will include HSA/HRA features
  - i. BOE will pay banking fees for HSA account only at BOE Designated financial institution (Set Up Fees, Monthly Account Fees only)

## **High Deductible Health Plan (HDHP) with Health Savings Account (HSA)**

Plan Operating Procedures with Respect to Plan Deductibles:

1. All services are subject to the deductible except for preventive services allowed under HSA rules. Preventive services are covered at 100% and are not counted against the deductible (an illustrative list of preventive services is attached). The list of approved preventive services can be periodically changed at the discretion of the insurance carrier to maintain compliance with mandated requirements based on Health and Human Services recommendations (HHS).
2. Prior to the deductible being met, the member is responsible to pay for 100% of the Anthem discounted cost of the service.
3. Once the deductible has been met (currently \$2000/\$4000) the plan will pay 100% of in network, medically necessary services, except for prescription drugs. Prescription drugs will have a copay structure that applies (currently \$5/\$20/\$40). This copay structure will apply from the point that the deductible is met up until the Out of Pocket maximum is reached.
4. Once the Out of Pocket maximum is met (currently \$4000/\$8000) the plan will pay 100% of all prescription costs for the remainder of that plan year.
5. Deductibles and Out-of-Pocket maximums reset as of the first day of each new plan year (i.e. 7/1/xx).

***The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2018.***

***Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect in the 2017-2018 contract year triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations on the excise tax in accordance with the Teacher Negotiation Act. Such negotiations shall be limited solely to the distribution of payment of the excise tax, health insurance plan offerings, coverage, design, and premium cost share. Other negotiated subject matters shall not be subject to this reopener provision.***

The Board of Education recommends approval of this agreement.

MBF:skp

Attachment

cc: Board of Education Members  
Mr. John Salomone, Town Manager

AGENDA ITEM: V.C.

DATE: 11-18-14

RESOLUTION NO.

RESOLVED:

That the Newington Town Council hereby approves the tentative agreement reached between the Board of Education and the Newington Teachers' Association for a contract effective July 1, 2015 – June 30, 2018 in accordance with Section 10-153d of the Connecticut General Statutes.

*NOTE: The terms of the agreement are binding unless the Town Council rejects the contract within 30 days of filing. For purposes of this resolution, the tentative agreement was filed with the Town Clerk on October 30, 2014. If no action is taken, the contract automatically becomes binding for the time period listed above. If the contract is rejected, it is submitted to binding arbitration.*

MOTION BY: \_\_\_\_\_

SECONDED BY: \_\_\_\_\_

VOTE: \_\_\_\_\_



John Salomone  
Town Manager

# TOWN OF NEWINGTON

131 CEDAR STREET  
NEWINGTON, CONNECTICUT 06111

## OFFICE OF THE TOWN MANAGER

### MEMORANDUM

To: Newington Town Council  
From: John Salomone, Town Manager  
Date: November 13, 2014  
Re: Consideration of Canceling the December 23 Meeting

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The subject of canceling the Council's December 23, 2014 Council meeting is on Tuesday evening's agenda for discussion. If the Council concurs, a resolution will appear on the December 9 Council agenda for consideration.

AGENDA ITEM: VI.A.24. \_\_\_\_\_

DATE: 11-18-14 \_\_\_\_\_

RESOLUTION NO.: \_\_\_\_\_

RESOLVED; that the Newington Town Council hereby appoints the following members to the Town Hall Renovations Project Building Committee:

<b>Name</b>	<b>Address</b>	<b>Party</b>	<b>Term</b>
<b>Public Member: Sarah Jorgenson</b>	<b>35 Florence Street</b>	<b>R</b>	<b>12/10/14 – Indefinite</b>
<b>Town Council Rep.: David Nagel</b>	<b>1175 Willard Avenue</b>	<b>R</b>	<b>NTC Term</b>

MOTION BY: \_\_\_\_\_

SECONDED BY: \_\_\_\_\_

VOTE: \_\_\_\_\_

AGENDA ITEM: VII

DATE: 11-18-14

RESOLUTION NO. \_\_\_\_\_

RESOLVED:

That property tax refunds in the amount of \$1,355.01 are hereby approved in the individual amounts and for those named on the "Requests for Refund of an Overpayment of Taxes," certified by the Revenue Collector, a list of which is attached to this resolution.

MOTION BY: \_\_\_\_\_

SECONDED BY: \_\_\_\_\_

VOTE: \_\_\_\_\_

**TAX REFUNDS – November 18, 2014**

Madeline Laguna 77 Clifford Street Newington, CT 06111	\$13.80
Nissan Infiniti – LT Tax Operations P.O. Box 650214 Dallas, TX 75265-0214	\$386.37
ARI Fleet LT 4001 Leadenhall Road Mt. Laurel, NJ 08054	\$344.05
Iolanda Silva or Kyle Knight 5 Clarendon Terrace Newington, CT 06111	\$238.80
CAB East LLC Ford Credit Personal Tax P.O. Box 67000, Dept. 231601 Detroit, MI 48267-2316	\$62.90
Frank or Irene Tirabassi 223 Maple Hill Avenue Newington, CT 06111	\$19.40
West Hill Automotive Inc. 120 Willard Avenue Newington, CT 06111	\$47.05
George Kaponis 619 Cypress Road Newington, CT 06111	\$46.63
Ally Financial Louisville PPC PO Box 9001951 Louisville, KY 40290-1951	\$296.01
<b>Total</b>	<b>\$1,355.01</b>