

Revised



City of Bristol
BRISTOL, CONNECTICUT 06010

REGULAR MEETING NOTICE

The Regular meeting of the Salary Committee will be held on Wednesday, April 19, 2023 at 5:00 p.m. in City Hall West Meeting Room 1.

AGENDA

1. Call to order.
2. To review the March 15, 2023 regular meeting minutes.
3. To consider proposal by the Chief Building Official to increase the number of Code Enforcement Officer/Building Inspector positions in the Building Department.
4. To consider a request from the Superintendent of Water & Sewer to hire Summer Laborers.
5. Memorandum of Agreement between the City and AFSCME Local #233 regarding per diem Dispatchers.
6. Memorandum of Agreement between the City and AFSCME Local #233 to upgrade positions within the bargaining unit.
7. New business.
8. Old business.
 - Proposal by PRY&CS and the Bristol PD for two new positions.
9. To adjourn.

Per order Cheryl Thibeault, Chairperson
DATED this 14th day of April, 2023

Join Zoom Meeting

<https://bristolct-gov.zoom.us/j/5236552043?pwd=ZlNHThpKMWs4dXFhVEgxcVVqL1p6QT09>

Meeting ID: 523 655 2043

Passcode: 123456

Dial by your location

+1 929 205 6099 US (New York)

Salary Committee
REGULAR MEETING MINUTES
Wednesday, March 15, 2023
City Hall West, Meeting Room 1

Present: Councilmembers Cheryl Thibeault, Jacqueline Olsen, Susan Tyler
Staff: Mark Penney, Linda Milia

1. CALL TO ORDER.

The regular meeting of the Salary Committee was called to order by Council Chair Cheryl Thibeault at 5:00 p.m.

2. APPROVAL OF MINUTES OF REGULAR SALARY COMMITTEE MEETING OF JANUARY 18, 2023.

On motion of Council Member Jacqueline Olsen and seconded, it was unanimously voted: to approve the minutes of the regular Salary Committee meeting of January 18, 2023.

3. CONSIDERATION OF CHANGES TO MAYORAL SALARY.

No action taken.

4. CONSIDERATION OF SALARY AND BENEFITS FOR NON-BARGAINING EMPLOYEES.

Mark Penney presented proposed changes to wages, insurances, pension vesting and holidays.

On motion of Council Member Susan Tyler and seconded, it was unanimously voted: to recommend to City Council to accept proposed changes to salary and benefits for non-bargaining employees as proposed; and to refer to the Board of Finance.

5. TO CONSIDER PROPOSAL BY PRY&CS AND THE BRISTOL PD FOR TWO NEW POSITIONS.

No action taken.

6. NEW BUSINESS.

None

7. OLD BUSINESS.

None.

8. At 5:54 p.m., on motion of Council Member Jacqueline Olsen and seconded, it was voted: To adjourn.

ATTEST:


Linda J. Milia

Recording Secretary

REQUEST FOR ADDITIONAL FULL-TIME CODE ENFORCEMENT OFFICER/BUILDING INSPECTOR

- Buildings are aging and the necessity for code enforcement is increasing daily.
- Present staff are unable to keep up with the demand for code enforcement.
- Additional Code Enforcement Officer would increase the issuance of citation tickets.
- Will eliminate the need to hire additional personnel during the summer; last year the City expended \$4,720 to fund this seasonal position.

Estimated budget Impact year one (using July 1, 2023 wage rates; an estimate of additional fines anticipated to be collected is not included):

\$73,602 (wages) plus benefits
-4,720 (temporary summer help)
\$68,882

MEMORANDUM OF AGREEMENT
BETWEEN THE CITY OF BRISTOL AND
AFSCME COUNCIL #4, LOCAL #233

The City of Bristol, hereinafter referred to as the "City", and AFSCME Council #4, Local #233, hereinafter referred to as the "Union", do hereby mutually agree to the following:

1. The City may hire per diem dispatchers, who shall be considered at-will employees and not members of AFSCME Local #233.
2. Per diem dispatchers shall not be used in lieu of hiring or filling any vacancy of full-time bargaining unit dispatchers, nor shall they be used to circumvent or to undermine the Union.
3. Per diem dispatchers must complete the CTO program prior to being available to work. Per diem dispatchers, already certified in the State of Connecticut may have a modified/shortened CTO period based on their training and experience, as determined by the Communications Lieutenant.
4. Per diem dispatchers shall be compensated at the Local #233 Code 9, Step 1 rate.
5. Per diem dispatchers scheduled to work on the actual calendar date of a holiday shall be compensated at the rate of one and one-half (1½) times their regular rate for hours worked.
6. Per diem dispatchers will only be offered open shifts after all full-time dispatchers have been offered and refused the opportunity for overtime using the current notification system(s).
7. Once a per diem dispatcher has confirmed their availability to work the open shift to a Lead Dispatcher or the Communications Lieutenant, a full time dispatcher may not remove them involuntarily.
8. Per diem dispatchers shall not work longer than 8 hours continuously, unless an emergency exists.
9. If per diem dispatchers are unavailable to work, then the current overtime process within the bargaining unit would ensue.

10. This Memorandum of Agreement shall be continued only by mutual agreement of the City and Union. If either City or Union elect to terminate the use of per diem dispatchers it shall send written notice to the other party, and the use of per diem dispatches shall cease immediately upon receipt of the written notice. Should this Memorandum regarding the use of per diem dispatchers terminate and not be continued, the current overtime process within the bargaining unit would ensue.

This agreement shall not serve as a precedent regarding any other pending or future matters involving the parties, and shall not be admissible in any other matter between the parties, except to enforce its terms.

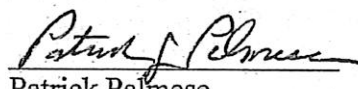
Executed this 8th day of March, 2023.

FOR THE CITY:



Mark J. Penney
Director of Human Resources

FOR THE UNION:



Patrick Palmese
Union President, Local #233

MEMORANDUM OF AGREEMENT
BETWEEN THE CITY OF BRISTOL AND
AFSCME COUNCIL #4, LOCAL #233

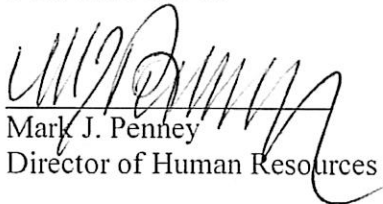
The City of Bristol, hereinafter referred to as the "City", and AFSCME Council #4, Local #233, hereinafter referred to as the "Union", do hereby mutually agree to the following:

1. The following positions shall be upgraded from Salary Code 4a to Salary Code 5:
 - a. Administrative Secretary – No change to job description.
 - b. P/T Bookkeeping Clerk – No change to job description.
 - c. P/T Principal Clerk – No change to job description.
2. Incumbents in said positions shall move to the appropriate Step per Section 18:2 of the contract.
3. The following position will be eliminated:
 - a. Custodian
4. Incumbents in said position shall move to Code 5, Custodian/Maintenance Worker, and to the appropriate Step per Section 18:2 of the contract.
5. The aforementioned salary upgrades are contingent upon approval by City Council, without which this agreement shall be null and void.

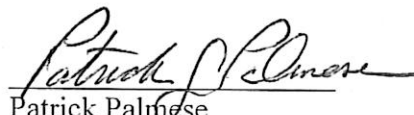
This agreement shall not serve as a precedent regarding any other pending or future matters involving the parties, and shall not be admissible in any other matter between the parties, except to enforce its terms.

Signed this 27th day of March, 2023.

FOR THE CITY:


Mark J. Penney
Director of Human Resources

FOR THE UNION:


Patrick Palmese
President, Local 233