

TOWN SENIOR/DISABLED TAX RELIEF PROGRAM FOR FISCAL YEAR 2019

ASSESSOR'S REPORT TO THE RTM PER Chapter 95, Article III, Section 15.1

JUNE, 2018(Rev.)

	FY 2019			FY 2018		CHANGE FY17 to FY18		
	# of Accounts	Amount		# of Accounts	Amount	# of Accounts	Amount	% Change
SENIOR/DISABLED TAX RELIEF PROGRAM								
Credit Program (non-reimbursable, no lien)	1336	\$3,381,880		1428	\$3,598,903	-92	\$ (217,023)	-6.42%
Freeze Program (non-reimbursable, no lien)	0	\$0		0	\$0	0	\$ -	#DIV/0!
Deferral Program (reimbursable, lien)	7	\$29,819		10	\$39,099	-3	\$ (9,280)	-31.12%

Summary - total number of accounts and total tax loss	1343	\$3,411,700		1438	\$3,638,002	-95	-\$226,302	-6.63%
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SCHEDULE OF APPLICATION ACTIVITY FY 2019

	Credit	Freeze	Deferral	Totals			
Total accounts-previous fiscal year	1428	0	10	1438	1475	-37	-2.57%
New applications received	94	0	0	94	115	-21	-22.34%
Switched Programs	1	0	-1	0	0	0	#DIV/0!
Total added	95	0	-1	94	115	-21	-22.34%
Disallowed (Excess Income)	-52	0	-1	-53	-17	36	-67.92%
Disallowed (Excess Assets)	-4	0	0	-4	-4	0	0.00%
Disallowed (Non CT residents)	0	0	0	0	-2	-2	#DIV/0!
Disallowed (Delinquent Tax)	0	0	0	0	-5	-5	#DIV/0!
Removed (deceased)	-62	0	0	-62	-59	3	-4.84%
Removed (sold)	-54	0	-1	-55	-33	22	-40.00%
Removed (Not Living in Home)	-3	0	0	-3	-5	-2	66.67%
Removed (failed to refile)	-10	0	0	-10	-27	-17	170.00%
Missing Data	-2	0	0	-2	0	2	-100.00%
Total Removed	-187	0	-2	-189	-152	37	-19.58%
Net Change	-92	0	-3	-95	-37		

Summary - total number of accounts	1336	0	7	1343	1438	-102	7.63%
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SCHEDULE OF INCOME RANGES FY 2019

	Credit			Freeze		Deferral		Grand Total
	Married	Single	Totals	Married	Single	Married	Single	
\$0-\$17,600	13	109	122	0	0	0	0	122
\$17,601-\$25,100	23	180	203	0	0	0	1	204
\$25,101-\$31,000	30	147	177	0	0	0	1	178
\$31,001-\$37,100	39	146	185	0	0	0	0	185
\$37,101-\$45,600	53	145	198	0	0	0	0	198
\$45,601-\$53,200	61	86	147	0	0	0	0	147
\$53,201-\$73,500	162	142	304	0	0	2	3	309
\$73,501-\$84,000	0	0	0	0	0	0	0	0

Totals	381	955	1336	0	0	2	5	1343
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SCHEDULE OF ASSESSMENT RANGES FY 2019 (Quartiles)

\$0-\$239,120	334	25.00%
\$239,121-\$283,535	334	25.00%
\$283,536-\$341,233	334	25.00%
\$341,234-\$953,050	334	25.00%
Over \$953,050	0	0.00%

SCHEDULE OF AGE RANGES FY 2019

<65	38	2.83% Disabled or Surviving Spouse(1)
65-74	389	28.97%
75-84	455	33.88%
85-94	399	29.71%
>95	55	4.10%

Totals	1336	1336
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AVERAGE TAX RELIEF RECIPIENT ASSESSMENT

Average Tax Relief Recipient Assessment-FY 2019	\$294,949
Average Tax Relief Recipient Assessment-FY 2018	\$295,697

TOWN TAX RELIEF-5 YEAR HISTORY

	FY 2019	TAX LOSS	FY 2018	TAX LOSS	FY 2017	TAX LOSS	FY 2016	TAX LOSS	FY 2015	TAX LOSS
TOTAL CREDIT APPS	1336	3,381,880	1428	\$3,598,903	1462	\$3,667,929	1525	\$3,786,940	1594	\$3,936,777
TOTAL FREEZE APPS	0	-	0	\$0	4	\$12,544	5	\$17,654	5	\$13,279
TOTAL DEFERRAL APPS	7	29,819	10	<u>\$39,099</u>	9	<u>\$32,080</u>	12	<u>\$44,781</u>	13	<u>\$40,351</u>
TOTALS	1343	3,411,700	1438	\$3,638,002	1475	\$3,712,553	1542	\$3,849,375	1612	\$3,990,407
TOTAL \$ CHANGE FROM PRIOR YEAR	-\$226,302		-\$74,551		-\$136,822		-\$141,032		\$183,805	
TOTAL % CHANGE FROM PRIOR YEAR (\$)	-6.22%		-2.01%		-3.55%		-3.53%		4.83%	
TOTAL CREDIT APP# NET CHG FROM PRIOR YEAR	-92		-34		-63		-69		6	
TOTAL FREEZE APP# NET CHG FROM PRIOR YEAR	0		-4		-1		0		-2	
TOTAL DEFERRAL APP# NET CHG FROM PRIOR YR	-3		1		-3		-1		-3	

ADDITIONAL STATISTICS

NEW APPLICATIONS RECEIVED	94	115	119	101	131
DISALLOWED (OVER INCOME, ALL PROGRAMS)	53	17	23	32	11
REMOVED (SOLD,DECEASED,MOVED, NON-RESIDENT)	120	97	123	88	93
REMOVED (FAILED TO REFILE,NON-CT RESIDENTS, OVER ASSET CAP, DQ TAX, INCOMPLETE)	16	38	40	51	26

SYNOPSIS

TOWN SENIOR/DISABLED TAX RELIEF PROGRAM FOR FISCAL YEAR 2019

ASSESSOR'S REPORT TO THE RTM PER Chapter 95, Article III, Section 15.1

JUNE 12, 2018

- The total benefits went from \$3,638,002 (FY18) to \$3,411,700 (FY19) or a decrease of \$226,302(-6.63%) from last year.
- The number of signups for the Credit Program decreased from 1428 (FY18) to 1336. Total Credit Program Benefits changed from \$3,598,903 to \$3,381,880 or a decrease of \$217,023 from last year.
- There were no new Deferral Program signups. One account was granted an extension of time to file and was added after last year's report. Total Deferral Program Benefits for FY19 are \$29,819 as compared to \$39,099 in FY18.
- There was no change to the Freeze program and it continues with no one selecting this option.
- 773 applications/reapplications for all programs were taken at Town Hall.
- Tax relief articles were published in the Fairfield Senior Times newsletter and local news media. Reminder letters were mailed in February and again in April and finally phone calls were made during the last week of applications. Relief programs and benefits are posted on the Town website.

Ethics Commission

Seat	Name	Position	Party	Term Start	Term End
1	Toth, Marguerite H		R	07/16	07/18
2	Brogan, Christopher John	Chair '17	D	07/16	07/18
3	Bothwell, David G	Vice Chair '17	R	07/17	07/19
4	Carpenter, Janice I		R	07/17	07/19
5	Jay, Loretta	Secretary '17	D	07/17	07/19

Full	
Party	Count
Democrats	2
Republicans	3
Total Full	5

The Ethics Commission is responsible for investigating allegations of unethical behavior or violations of the Town Charter's Standards of Conduct by town employees and members of town boards.

If the commission finds "probable cause" that such behavior or violations have taken place, the commission holds a hearing. If commission members determine, after the hearing, that unethical behavior or a violation of the Standards of Conduct has taken place, they would recommend disciplinary action to the Board of Selectmen or the head of the department in which the employee works.



RECEIVED

By Office of the First Selectman at 4:01 pm, May 31, 2018

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

To be considered for appointment to a Board or Commission please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectman's office at firstselectmanffld@town.fairfield.ct.us. Please note that your resume and completed questionnaire are public documents. If you have any questions please contact the First Selectman's office at 203-256-3030 or firstselectmanffld@town.fairfield.ct.us.

Board/Commission: **Ethics Commission**

Date: **5/31/2018**

Name: **Alexander J. Trembicki**

Address: **743 Stratfield Rd.**

Fairfield, CT 06825

email: **atrembicki@aol.com**

home phone: **203-367-8916**

work phone: **203-227-6808**

cell phone:

Party: **Democrat**

1. How did you learn about this position?

First Selectman mentioned to me that there was going to be an opening and asked if I was interested.

2. Why are you interested in serving and how can you contribute to this board / commission?

I am interested in serving the Town. I have been a practicing attorney for 38 years and have experience with many legal issues. I have been involved with the Town government (RTM, Charter Revision) and think my experience will be helpful.

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify.

No

4. Have you read the committee charge?

Yes

5. Do you have any potential conflict of interest?

No

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

I am a registered democrat

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share

ALEXANDER J. TREMBICKI, ESQUIRE

225 Main Street, Suite 103
Westport, CT 06880
ltmbwpt@aol.com
OFFICE: 1.203.227.6808
FAX: 1.203.226.6215

RECEIVED

By Office of the First Selectman at 4:03 pm, May 31, 2018

BAR ADMISSIONS

Connecticut, 1980

U.S. District Court, District of Connecticut, 1980

U.S. District Court, Southern District of New York, 2009

U.S. District Court, Eastern District of New York, 2017

PROFESSIONAL

Partner

Lynch, Trembicki & Boynton
Westport, Connecticut
1990 – present

Partner

Schine, Julianelle & Karazin
Westport, Connecticut
1982 – 1990

PRACTICE

Concentration primarily in all phases of civil dispute resolution including trials, arbitrations, mediations and appeals both in state and federal court. Subject areas include commercial, employment, personal injury, probate and matrimonial.

AWARDS AND RECOGNITIONS

Connecticut Super Lawyers, 2007, 2010, 2011, 2012

New England Super Lawyers, 2010, 2011

Million Dollar Advocates Forum

Martindale Hubbell AV Rating 2005-present

VOLUNTEER ACTIVITIES

Town of Fairfield Representative Town Meeting
1997 – 2005

Committee on Legislation & Administration – Chairman
2001 – 2005

Fairfield Charter Revision Commission Chairman, 2006

Operation Hope - Board of Directors 2005 – 2010
- Chairman of the Board 2008-2010

Fairfield Little League – Coach

Wakeman Boys/Girls Club – Coach

Fairfield Recreational Department Soccer Program –
Coach

City of Milford Board of Finance – Chairman
1982 – 1985

EDUCATION

University of Connecticut
B.A. Economics – Cum Laude 1977

University of Connecticut School of Law
Juris Doctor 1980

PERSONAL

Married – Wife: Cynthia Trembicki
Children: 3 Adult Children

Solid Waste & Recycling Commission

Seat	Name	Position	Party	Term Start	Term End
1	Becker, Andrew Christopher		R	11/16	11/20
2	MacDonald, Charles P	Chair '17	U	11/16	11/20
3	Dolan, Hugh F		R	11/16	11/20
4	[VACANT]		*	11/14	11/18
5	Stilson, Robert M		R	11/14	11/18
6	Santacapita, Anthony John		U	11/14	11/18
7	Pagnozzi, Joseph R		R	11/15	11/19

Full	
Party	Count
Vacant	1
Republicans	4
Unaffiliated	2
Total Full	7

The Solid Waste & Recycling Commission, established in 1990, consists of six volunteer residents who oversee the town's Department of Solid Waste & Recycling and the town Transfer Station, where private haulers and town residents bring garbage, recyclables and yard waste.

6/5/2018 1:35:01 PM



Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: **Solid Waste and Recycling Commission**

Date: **April 10th, 2018**

Name: **Mary (Misty) Beyer**

Address: **4720 Congress St, FFLD CT 06824**

Party: **DEMOCRAT**

email: **mistybeyer@optonline.net**

home phone: **203-254-0123**

work phone: **203 2540123**

cell phone: **203 940-2776**

1. How did you learn about this position?

I was on this commission 20 years ago. I retired from the commission when we moved to Marblehead MA.

2. Why are you interested in serving and how can you contribute to this board / commission?

II am very interested in how our town processes our waste. I am also interested in learning more about how our town processes recycled materials in the schools and public property.

3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.

I haven't had a chance to attend a meeting, but I hope to attend the Monday meeting in May. I had emailed Mike Z. to see if I could come, but I haven't heard back from him.

4. Have you spoken with the chair, any members, or the appropriate Department Head?

I have spoken to Sharon Pistilli a number of times. She is now off the commission.

5. Have you read the written description of the board's role?

The Solid Waste and Recycling Commission oversees the Town's Department of Solid Waste and Recycling and the Town transfer station, where private haulers and Town residents bring garbage, recyclables and yard waste.

This is the information I have about the board. It looks like their job has not changed since I served on the board many years ago.

6. Do you have any potential conflict of interest **NO**

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?

I would be available for those meetings

8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Democrat. I am registered to vote.

9. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

I think Solid Waste and Recycling plays an important role in the health and wellbeing of our town. I would like to learn more! I have played an active role in many community groups and committees and am dedicated to the town of Fairfield and giving back to this wonderful place we get to live.

I am still an active participant in the Forestry Committee that I started back in 2006. After my husband passed away I had less time to volunteer because I had to expand my work schedule. I am now getting close to retirement and my schedule is not as hectic.

MISTY BEYER

mistybeyer@optonline.net

RECEIVED

By Office of the First Selectman at 11:09 am, Apr 10, 2018

SUMMARY

Results-oriented Executive Program Director with diverse background in management. Dedicated to providing excellent educational music programs in our community that bridge cultural and economic boundaries. Director with a track record of managing a wide variety of programs efficiently with an eye on collaboration.

SKILLS

- Strong communicator skills
- Project management
- Computer Proficient
- Social media marketing
- Event planning
- Client and vendor relations
- Team building
- Team management
- Meticulous attention to detail
- Comfortable with a variety of different social media platforms that include Facebook, twitter, instagram, mail chimp.
- Experience with web design

EXPERIENCE

- 05/2014 to Current Executive Program Director
Music for Youth — Westport, CT
Coordinated Music for Youth Programs in the Community.
Maintained social media platforms.
Managed day to day operations for MFY.
Responsible for grant writing and maintaining relationships with donors.
- 05/2012 to 05/2014 Customer Service Coordinator
New England Smart Energy Group — Fairfield, CT
Customer Service coordinator for New England Smart Energy Services.
Set up appointments with contractors and researched options for energy solutions in residences.
Conducted outreach programs in the community
- 05/2006 to Current Owner
Meadow Music — Fairfield, CT
I teach part-time in my piano studio in Fairfield.

EDUCATION AND TRAINING

- 1977 Bachelor of Science: Nursing
University of Colorado — Denver, Colorado, USA
Coursework in Nursing with a focus on Maternal-Child and Public Health
- 1984 Associate of Arts: Graphic Design, Computer Graphics
Spokane Community College — Spokane, WA, USA
Coursework in computer graphics, design and illustration

ACTIVITIES AND HONORS

Conservation awards from the CT State Forestry Association
Conservation awards from the Fairfield Garden Club

Founded the Fairfield Forestry Committee in 2006. Served as Chairman for eight years.

Served on Board of Greater Bridgeport Symphony
Education Chair for the GBS

Ethics Commission

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Marguerite H. Toth
994 S Pine Creek Rd
Fairfield, CT 06824

RECEIVED
JUL 05 2016
FIRST SELECTMAN'S OFFICE

The following details my personal, employment and political background. I grew up in Fairfield and met my husband George when we were both students at Roger Ludlow High School.

My first job was with the Southern New England Telephone Company as a Customer Service Representative. I was given new positions and increased responsibilities, and when I left after 10 years, I was the Supervisor of their New Haven Employment office.

There came a time when I needed to stay home and raise our two daughters. During that time, I was elected to the RTM and volunteered for several school committees. I returned to work in 1982 as a clerk in Fairfield's Probate Court for Judge John Shannon.

Soon after Jacky Durrell was elected First Selectman in 1983, Jacky made me her Administrative Assistant. (During that time, I was also Town Treasurer). When Jacky ran in 1989, I ran with her and Carl Dickman and was elected Fairfield Town Clerk. As Town Clerk, I had many responsibilities, including being Clerk of the RTM, recording land records, the vital records, elections, etc. After experiencing sixteen gratifying years as Town Clerk, I retired in 2005.

Retirement has brought me more time to spend with my grandchildren, to play a round of golf, travel or just sit and read a good book.

July 5, 2016

FairTV Commission

Seat	Name	Position	Party	Term Start	Term End
1	Braun, Kathryn L		R	07/16	07/19
2	Chandler, Todd J		R	07/17	07/20
3	Jones, Andrew D		D	07/17	07/20
4	Quinn, James F		D	07/15	07/18
5	Strelzer, Stuart	Chair '18	U	07/15	07/18

Full	
Party	Count
Democrats	2
Republicans	2
Unaffiliated	1
Total Full	5

The FairTV Commission was established to oversee the development and operation of educational and government access television programming in Fairfield.

JAMES F. QUINN

508 Wilson Street
Fairfield, CT 06825
(203)521-2246

EDUCATION

QUINNIPIAC UNIVERSITY SCHOOL OF LAW, Hamden, CT

J.D. Awarded December 1993

Class Rank: 96 of 224

Honors: Member, Mock Trial Society, 1992-93
Member, Travel Competition Team, Mock Trial Society

FAIRFIELD UNIVERSITY, Fairfield, CT

B.A., Politics, May 1990

EXPERIENCE

CHIEF CLERK ANSONIA/MILFORD JUDICIAL DISTRICT

11/09- PRESENT

JOB RESPONSIBILITIES:

Directs staff and operation of both the J.D. and G.A. clerk's offices;
Schedules, assigns, oversees and reviews the work of staff engaged in
processing civil, criminal and family cases in compliance with case law, statutes,
and rules of practice;

Provides staff training and assistance;

Conducts performance evaluations; implements and maintains office procedures
in accordance with established protocols, policies and procedures;

Makes recommendations on the development of policies and standards;

Maintains and oversees budget requirements for district;

Acts as liaison to media outlets;

Acts as liaison with other operating units, agencies, and outside officials
regarding office policies, procedures and events;

Prepares reports and correspondence;

Manages all caseflow activities and juror management;

Provides technical and consultative assistance to attorneys and the public;

Acts as Trustee of court funds and maintains financial records, balancing
accounts;

Prepares financial statements and reports, ensures proper receipt and deposit of
court funds;

Reviews audit reports, bills and invoices for payment;

Analyzes new statutes, laws, procedures and protocols for implementation.

Bridgeport Superior Court

Civil Caseflow Coordinator 10/01- 11/09

Family Caseflow Coordinator 2/98- 10/01

Duties include the input and tracking of both civil and family cases for Judges
and Court administration. Formulates and implements various special programs
for the evaluation and disposition of civil/family cases. Monitors and regulates
civil/family ADR programs. Coordinates all pretrials and status conferences.
Creates and regulates all daily court schedules. Oversees all civil/family court
personnel activities and assignments. Acts as liaison between counsel, court

personnel and judges. Inputs and analyzes all computer data for review by court administration and judges.

Danbury Superior Court

Milford Superior Court

Temporary Assistant Clerk 3/94-5/96, 2/97-1/98

Duties include the review, evaluation and processing of a variety of files, motions, orders and judgments in civil, criminal and family cases. Prepared and distributed short calendar lists. Monitored compliance with applicable statutes, case law, and rules of court.

McNamara and Kenney

Associate 5/96-2/97

Duties include creation of legal briefs, motions and supporting memoranda. Attended court hearings, trials, and jury selection.

ADMISSIONS

Admitted to Connecticut State Bar May 1994

SKILLS

Proficient in Microsoft Outlook, Word, Excel and all Judicial Branch based computer programs

STUART STRELZER

56 Lamplighter Lane | Fairfield, Connecticut 06825 | C: 203.650.2010 | strelzers@gmail.com

BROADCAST PRODUCTION LEADER

Broadcast Management | Production | Network Operations & Engineering

- Emmy, Peabody and Dupont award-winning, experienced network broadcast production/operations leader
- Successful sports broadcast production management experience with strategic vision and planning
- Lead execution of multiple large scale live and studio broadcast events
- Reputation for building engaged high performance teams and conducting effective meetings and surveys
- Initiate event documents that include technical gear, labor bids, technical drawings and scheduling
- Deliver excellent customer service skills to provide technology leadership and communication vision
- Effective budget, facility and manpower management, plus database and scheduling strategies
- Provide strong leadership in a fast-paced production environment
- Resourceful outside the box creative strategist that develops effective timely business solutions
- Ensure broadcast and events quality standards and excellence while multi-tasking numerous events
- Originate technology solutions and determine state-of-the-art broadcast and event needs; handle set up
- Expert vendor negotiation and relations specialist, including mobile television trucks
- Reputation for diplomacy with on-air talent and sports celebrities, both professional and amateur
- Expert union labor relations management: NABET, DGA, IBEW, IATSE, SAG-AFTRA
- Interpret FCC regulations and guidelines; ensure best practices with health and safety OSHA requirements

CBS and CBS SPORTS NETWORK

Director of Remote Operations/Consultant, 6/06 to Present

CBS College Sports: college sports for every major men's and women's conference: football | basketball | baseball | hockey | lacrosse | soccer | wrestling | softball | field hockey | rowing | volleyball

- Emmy award winning broadcast operations and production leader
- Oversee and manage live remote operations and production facilities
- Handle and oversee 24/7 broadcast operations center projects and team
- Served as key point of contact for all major college conference sports
- Provide short and long-term technology recommendations for broadcast executives and partners
- Ensure reliability of on-air systems
- Originated broadcast technology for US Open Tennis in 3D, received Emmy
- Produced CBS Million Dollar Password game show from production standpoint
- Utilize excellent customer service skills to provide technology support for network operations
- Develop effective business plans with college sports departments, staff and vendors
- Effective and efficient budget management and strategy creation
- Resourceful outside the box strategist for complex business and broadcast system issues; effective troubleshooter within the broadcast operations center and remote broadcasting events
- Coordinate staff, deployment of engineering equipment, integration and management of transmission feeds
- Track technology industry trends and to determine best solutions for technology and products selected

ABC

Senior Broadcast Operations Manager, 9/11 to 9/13

Operations Manager, 9/95 to 6/06

ABC ENTERTAINMENT: "Dick Clark's Rockin' New Year's Eve" | "GMA Summer Concert Series, Central Park" | Academy Awards | Emmy Awards | "The View"

ABC/ESPN SPORTS: Monday Night Football | Super Bowls | Championship Ice Skating - National, European and World Figure Skating Championships | College Football including Bowl Games | PGA Tournaments | USGA Tournaments | Indianapolis 500 | World Cup Soccer | Olympics | Kentucky Derby | Preakness | Belmont Stakes | Swimming/Diving Championships | USTA Championships | Water Polo | Gymnastics

ABC NEWS: Hurricane Sandy | Sandy Hook | Presidential Election, Debates and Inauguration Coverage | "World News Tonight" | "Good Morning America" | Hurricane coverage | 9/11 and war coverage

STUART STRELZER - 2

C: 203.650.2010 | strelzers@gmail.com

ABC

- Emmy, Dupont, Peabody award winning engineering, operations production leader
- Oversaw multi-million dollar signature TV broadcasts, Monday Night Football, Olympics, Super Bowls, Times Square New Year's Eve, GMA Summer Concert series, 9/11 and Hurricane Sandy News Coverage
- Conceived and produced live remote broadcasts and events ensuring technical broadcast quality
- Oversaw, created and executed production management strategy for multiple Super Bowl broadcasts
- Responsible for successful Monday Night Football season during 10 years from an operations and production standpoint plus introduced HD format for Monday Night Football
- Oversaw 24/7 broadcast operations center including staff, capital budgets, equipment and facilities
- Provided technology vision, short and long-term recommendations, for network executives and partners
- Extensive engineering expertise with transmission, routing, release to air, digital, studios and control rooms
- Evaluated and efficiently resolved logistical facility and remote challenges with quick turnaround solutions
- Cost effectively managed vendors and created long-term leases for mobile units and equipment
- Created production engineering policies and guidelines for live remote operations and studio facilities
- Effectively managed and coordinated deployment of fly-pack systems, multi-cam units for remote operations plus coordinated integration coverage feeds between remotes and control studios
- Established effective performance reporting systems with executive management

VIACOM

Technical Manager, 3/92 to 8/95

MTV: MTV VMA's | MTV Unplugged Series | Super Bowl Tailgate Party | The Grind | MTV News | MTV Beach House | MTV "Rock 'N Jock" | MTV Unplugged Series - artists: Rod Stewart | Neil Young | Mariah Carey | Paul Simon | Boyz to Men | John Mellencamp | Tony Bennett | Denis Leary

VH1: "Roots, Rock, And..." - artists: Keith Richards | Wynonna Judd | Lindsey Buckingham | Bruce Hornsby | Bonnie Raitt | Melissa Etheridge | Sade | BeeGees | Aaron Neville | Meatloaf

NICKELODEON: Kids Choice Awards

SHOWTIME: Showtime Boxing

- Entertainment and reality TV expert; produced Unplugged series, VMAs, Showtime Boxing
- Orchestrated broadcast operations and engineering for signature programming events and series
- Innovated fiber technology for U2 concert to integrate in real time without audio or video delay with LA VMAs
- Executed Viacom corporate launch with Sundance Channel and Robert Redford
- Oversaw live and studio broadcasts from the engineering standpoint from inception to actual production
- Diplomatic interface with talent and celebrities ensuring legendary music artists' needs met
- Oversaw and developed technical specification documents, surveys and remote facilities for all shows

BRAVO: "Fashionality Pilot;" "The New Newlywed Game"

DIRECTV: "The Dan Patrick Show"

FUSE TV: "Hoppus on Music" and Top 20 Countdown; Cee Lo Green and Bruno Mars

SIRIUS XM RADIO: "Howard Stern Birthday Bash"

TV Land: "Celebrity Mr. & Mrs."

AWARDS and EDUCATION

EMMY Awards: US Open Tennis in 3D | Winter Olympics | Summer Olympics

ALFRED I. DUPONT Award: News Coverage 9/11

PEABODY Awards: Hurricane Sandy | News Coverage 9/11

NEW SCHOOL FOR SOCIAL RESEARCH, M.A. Media Studies

BOSTON UNIVERSITY, School of Public Communication; B.S. TV Production

MILL HILL ELEMENTARY SCHOOL BUILDING COMMITTEE CANDIDATES
June 6, 2018

Harry R. Ackley, Sr., 25 Wagon Hill Road
Jeremy J. Budzian, 45 Geneva Terrace
Hector M. Guillen, 1043 Mill Hill Terrace
Jason Li, Sunnyridge Avenue
Heather M. Nokta, 211 Warner Hill Road
Thomas F. Quinn, 88 Miro Street
Norman A. Roberts, 1210 South Pine Creek Road
Melanie M. Ruggieri, 238 Warner Hill Road
Andrew R. Sherriff, Jr, 1 River Lane

RECEIVED

By Office of the First Selectman at 12:09 pm, Apr 23, 2018



Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

To be considered for appointment to a Board or Commission please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectman's office at firstselectmanffld@town.fairfield.ct.us. Please note that your resume and completed questionnaire are public documents. If you have any questions please contact the First Selectman's office at 203-256-3030 or firstselectmanffld@town.fairfield.ct.us.

Board/Commission: **Mill Hill School Building Committee**

Date: 04/05/18

Name: **Harry R. Ackley Sr.**
Address: **25 Wagon Hill Road**

email: hackley@optonline.net
home phone: **203-255-1305**
work phone: **203-255-2137**
cell phone: **203-767-9110**

Party: **Republican**

1. How did you learn about this position? Town Web site/Tom Quinn
2. Why are you interested in serving and how can you contribute to this board / commission?
Served on Tomlinson, Riverfield and now Holland Hill Building Committees. Past Town Fire Marshal and was the first student to graduate, 6th grade, from the new Mill Hill School 1956.
3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify. Yes. Tomlinson, Riverfield and now Holland Hill Building Committees. Past RTM Member.
4. Have you read the committee charge? No
5. Do you have any potential conflict of interest? No
6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation? Yes
7. Please use this space to ask any questions you may have or to provide additional information you'd like to share. Nothing at this time

CAPTAIN HARRY R. ACKLEY, Sr.

25 WAGON HILL ROAD, FAIRFIELD, CT 06430
Fairfield Fire Marshal Retired

Former Director of Life Safety for the Greater New York Health Care Facilities Association; a former elected, 5 Term (RTM) Representative Town Meeting Member, serving on the Education and Recreation Committee and as Secretary and Co-Chairman of the Town's Health and Safety committee; Past President Fairfield and New Haven County Fire Marshal's Association, Trustee for the Fairfield County Fire Chief's Emergency Plan, National Fire Protection Association member and member New York City Fire Safety Directors Association. Harry has also served on the Fairfield Middle School Renovations Committee, the New York City Mayor's Residential Health Care Facilities Task Force/Office of Emergency Management and the Fire Science Advisory Council Norwalk Community Technical College.

A Retired Thirty-Six Year Veteran of the Fairfield, Connecticut, Fire Department with a Bachelor of Science in Municipal Fire Administration from the University of New Haven; Associate of Science Degree in Fire Protection Technology from Hartford State Technical College: past Director of Training for the Fairfield Regional Fire/Rescue Training School, an Emergency Medical Service Instructor, a Certified Fire Marshal, a Fire Investigator, Fire Instructor II, Incident Command Instructor and Hazardous Materials First Responder. Captain Ackley has been trained by the (ATF) Bureau of Alcohol and Tobacco in Advanced Fire (Cause and Origin) and Explosives Investigation, at the Federal Law Enforcement Academy, Glenco, Georgia and is a Certified Fire Protection Specialist.

Teacher (retirement 6/2001) for the Norwalk Community Technical College, Teaching for the Connecticut State Fire School and Fire Science Degree Program including Fire and Building Codes and Standards, Fire Fighting Strategy and Tactics, Incident Command, Fire Investigation, Extinguishing Systems, Water Flow and Fire Service Hydraulics including Emergency Management Incident Command and EMS for twenty four years. Captain Ackley served as the Program Director for the Highway Rescue Program for the Technical Colleges for 10 years and was an EMS Coordinator and Instructor.

A Viet Nam Naval Veteran, Harry is married to Karen Dumas Ackley with four children and 8 Grandchildren, a former, (26 year) Fairfield Rotarian being very involved in all aspects of the community. Captain Ackley was Jaycee of the Year, Firefighter of the Year, received the CT, Jaycee Distinguished Service Award, and was named by Governor Grasso as the Outstanding Young Man of Connecticut 1979, he is also a recipient of the Fairfield Board of Realtors "Making Fairfield Better" Award, the Rotary Club honored him with the International's highest award; the Paul Harris Fellowship; Bridgeport's Dental Association's has honored him with the Edward J. Kochran Citizenship Award and the Town of Fairfield has awarded him the Fairfield Fire Commissioner's Achievement Award. Captain Ackley is also an member of the United States Naval Memorial the United States Marine Corps Association and the American Legion.

Captain Ackley has served as: Housing Authority Commissioner, Chairman of the Town's Condemnation Board, member YMCA Board of Managers, President of the Fairfield Jaycees, Board Member of the Fairfield Rotary Club, Director of the Fairfield Recycling Center, Member of Special Olympics Training Committee (Fairfield), Deputy Director of Emergency Management Town of Fairfield and District Commissioner for the Boy scouts of America, Pomperaug Council.

In recent years Captain Ackley has been trained by CT. DEP as a Marine Patrol Officer serving on both Lake Housatonic and Lake Zoar, has served as a Fairfield Special Police Officer and is presently a Connecticut State Marshal and a Eucharistic Minister and Usher at St. Pius Church Fairfield.

In January of this year (2011) Harry was appointed to the Fairfield Town Facilities Commission.

State Marshal Ackley is past President of the Connecticut State Marshal Organization and serves on the Connecticut State Marshal's Advisory Board and as team leader in the State's Capias/Warrants Unit.

In November of 2015 and 2017 Harry was elected as a Fairfield Town Constable and is presently serving on the Holland Hill Building Committee and had served on the Riverfield and Tomlinson Building Committees..

**RECEIVED**

By Office of the First Selectman at 5:30 pm, May 01, 2018

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

To be considered for appointment to a Board or Commission please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectman's office at firstselectmanffld@town.fairfield.ct.us. Please note that your resume and completed questionnaire are public documents. If you have any questions please contact Kathleen Griffin at 203-256-3030 or kgriffin@town.fairfield.ct.us.

Board/Commission: Mill Hill School Building Committee
Date: April 4, 2018

Name:	<u>Jeremy Budzian</u>	email:	<u>jeremy.j.budzian@pwc.com</u>
Address:	<u>45 Geneva Terrace</u>	home phone:	<u>(860) 833-4135</u>
	<u>Fairfield, CT 06824</u>	work phone :	<u>(203) 539-3210</u>
		cell phone:	<u>(860) 833-4135</u>

1. How did you learn about this position?

Email communication from the Mill Hill School PTA.

2. Why are you interested in serving and how can you contribute to this board / commission?

As a proud parent of a Mill Hill School 2nd grader with another child expected to start at Mill Hill School in the near future, I am personally motivated to ensure that we maximize the return on investment associated with the Mill Hill School renovations. As an experienced CPA with public budgeting and finance knowledge and experience, I believe I can add value to the Committee by helping ensure that the renovation project work is completed according to specifications, on time and within budget, always keeping the educational interests of our children at the forefront of all decisions.

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify.

Yes. I attended the April 3, 2018 Board of Finance meeting and plan to attend future Board of Finance and Board of Education meetings.

4. Have you read the committee charge?

Yes.

5. Do you have any potential conflict of interest?

No.

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Yes - Republican.

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

Notwithstanding having been raised and started my career in central Connecticut followed by a decade of living in New Jersey and New York, I relocated to Fairfield in 2015 in time for my daughter to start elementary school primarily because of the quality of Fairfield's public school system. Despite currently commuting outside of Connecticut (primarily to New Jersey) on a regular basis to serve my clients, I continue to reside in Fairfield and would prefer to remain a resident for the foreseeable future given the quality of our public schools. While maintaining or enhancing the quality of our public schools is at the forefront of my interest in joining this Committee, as a Fairfield taxpayer and a CPA, I certainly appreciate the need for financial discipline surrounding the Mill Hill School renovations, as well as any capital projects that the the Town of Fairfield undertakes, given the current economic environment and fiscal funding challenges facing the Town of Fairfield and, on a larger scale, the State of Connecticut. As such, and as a member of this Committee, I plan to be meticulous in understanding where every dollar is planned to spent and why, ensuring a clear linkage between such expenditures and the educational enhancement of our children, and holding contractors and service providers accountable for delivering work on time and within budget, maximizing our return on investment. I would be happy to discuss my background and how I can add value to this Committee for the benefit of our Mill Hill School students, their families, and our community at large.

RECEIVED

By Office of the First Selectman at 5:32 pm, May 01, 2018

Jeremy Budzian
(860) 833-4135 Cell
(203) 539-3210 Office
(813) 207-3553 Fax
jeremy.j.budzian@pwc.com

Jeremy is a Partner in the PricewaterhouseCoopers LLP (PwC) New York Metro Technology, Media & Telecommunications Assurance practice based in Stamford, Connecticut. Jeremy is currently the Lead Engagement Partner on Information Services Group, Inc., a Stamford-based global technology research and advisory firm focused on improving their clients' operational efficiency through the use of robotics process automation. Jeremy is also the Auxiliary Audit Partner on Conduent Incorporated, a technology-enabled business process outsourcing firm based in Florham Park, New Jersey focused on streamlining and improving the efficiency of their commercial and public sector clients' operations. Jeremy is committed to identifying and coordinating with global teams of industry-leading, multidisciplinary, Firm specialists, delivering the full breadth of PwC - including Assurance, Tax and Advisory services - to his clients to help them minimize their financial reporting, compliance, and operational risks in a cost-effective manner.

From 2011 to 2016, Jeremy served as an Auxiliary Audit Partner and, prior to that, Lead Senior Manager, on the Xerox Corporation engagement, overseeing the audits of Xerox's document technology and business process outsourcing businesses and leading Xerox's carve-out and spin-off of the Conduent business into a separately-traded public company. From 2008 to 2011, Jeremy was the Lead Senior Manager on L-3 Communications, a Fortune 500 Aerospace & Defense client headquartered in New York City. From 2006 to 2008, Jeremy was on tour in PwC's Florham Park, New Jersey National Office, primarily focused on the development and implementation of Firm policies for audits of financial statements and internal control over financial reporting. Prior to commencing his National Office tour, Jeremy spent seven years in the Hartford, Connecticut office, primarily focused on the audit of United Technologies Corporation.

During his nearly 20 years with PwC, Jeremy has worked with leading Technology, Industrial Products, Aerospace & Defense, and Retail & Consumer companies in an audit and non-audit capacity. Jeremy has extensive public company reporting experience and has led Firm initiatives in the areas of internal controls, revenue recognition, business combinations, government contracting, and statutory reporting.

Jeremy graduated from the University of Connecticut with a BA in Political Science and a Master of Public Affairs (MPA) degree (concentration in Public Budgeting & Finance). Jeremy is a CPA in Connecticut, New York, New Jersey, and Texas.

Jeremy resides in Fairfield, Connecticut with his wife, Rebecca, and two children, Caroline and Nicholas.

**RECEIVED**

By Office of the First Selectman at 4:15 pm, Jun 01, 2018

Town of Fairfield

Office of the First Selectman
Fairfield, Connecticut 06824

BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: MILL HILL CONSTRUCTION CMTS
Date: 5/31/2018
Name: HECTOR GUILLEN ALA Email: GUILLEN@AOL.COM
Address: 1043 MILL HILL CT Home Phone: (203) 254-9301
SOUTH BRITAIN Work Phone: (203) 685-9500 X15
CT 06890 Cell Phone: (646) 476-0177

1. How did you learn about this position?

EMAIL FROM MHS PTA & LOCAL POLITICIANS

2. Why are you interested in serving and how can you contribute to this board / commission?

REGISTERED ARCHITECT. BOTH KIDS ATTENDED
MILL HILL SCHOOL & I'M A NEIGHBOR

3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.

REVIEWED MINUTES FOR SIMILAR PROJECTS

4. Have you spoken with the chair, any members, or the appropriate Department Head?

COMMITTEE HAS NOT BEEN FORMED

5. Have you read the written description of the board's role?

YES

6. Do you have any potential conflict of interest?

NO

1282

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?

Understand MTS ARE @ 7:30 PM / LOCATION TBD

8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

REGISTERED VOTER / INDEPENDENT

9. Use this space to ask any questions you may have or to provide additional information you'd like to share.

I WOULD BE INTERESTED ON SEEING
PRELIMINARY SITE/ARCHITECTURAL
PROGRAMMING STUDIES & BUDGET.

JANKO RASIC ARCHITECTS

HOME
PROFILE
PROJECTS
CLIENTS
GALLERY
NEWS
TWITTER
CONTACT



FIRM PROFILE
PARTNERS &
ASSOCIATES
AWARDS &
PUBLICATIONS
SERVICES

JANKO RASIC, AIA
TIMOTHY RASIC, AIA,
CPHC
HECTOR GUILLEN, AIA



Hector Guillen, AIA

Principal

Hector Guillen is a principal and senior architect at Janko Rasic Architects, PLLC, a full service architectural, interior design, and project management firm located in New York City. He joined the firm in 1995. He is currently responsible for project management and team coordination from planning through construction administration for complex projects including trading facilities, data centers, audio-visual rooms, HVAC/Electrical infrastructure, restoration, restacking and department reconfigurations. Before joining Janko Rasic Architects, Mr. Guillen worked for a number of firms including SOM in Chicago and the Atelier A9 in Paris France. He received a design award for Janko Rasic Architects from the Murray Hill Association for the exterior restoration of the Amateur Comedy Club Theater at the landmarked Sniffen Court in New York City. Mr. Guillen is a Registered Architect in New York and Connecticut.

Education

Master of Architecture, Illinois Institute of Technology
Bachelor of Arts and Master in Business Administration, Indiana University of Pennsylvania
Chaminade College Preparatory School, Saint Louis Missouri

Languages

English, Spanish and French

Professional Affiliations

American Institute of Architects
American Institute of Architects/ NY Chapter,
Former Chair of the Historic Buildings Committee and Former Co-Chair Banking and Finance Committee
National Council of Architectural Registration Boards

Boards

Milford Preservation Trust, Milford, CT - Advisory Board Member
Suzuki Music School of Westport Inc. Westport, CT - Board Member

Mr. Guillen lives with his wife and two children in Southport Connecticut.

Email:

hguillen@jankorasic.com

**RECEIVED**

By Office of the First Selectman at 9:15 am, May 02, 2018

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: Mill Hill Building Committee
Date: April 9th

Name:	<u>Jason Li</u>	email:	<u>jasonli.fairfield@gmail.com</u>
Address:	<u>245 Sunnyridge Ave</u>	home phone:	<u></u>
	<u>Unit 35</u>	work phone :	<u></u>
		cell phone:	<u>203.895.5424</u>

1. How did you learn about this position?
RTM, BOE meeting and other

2. Why are you interested in serving and how can you contribute to this board / commission?
To give back to the community and to ensure that the project is done correctly, on budget and on time

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas?
If yes, please specify.
Yes, just watching BOE and reading some minutes

4. Have you read the committee charge?
No

5. Do you have any potential conflict of interest?
No

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Yes - Republicans

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

I am a former RTM member, a current member of the RTC and the vice chairman of the Holland Hill Building committee.

JASON LI

245 Sunnyridge Ave Unit 35 ♦ Fairfield, Connecticut 06430
(203) 895.5424 ♦ jasonli.fairfield@gmail.com

Marketing and Advertising Sales / Sales Management

Proven leader with track record of developing and growing local advertising accounts. Customer-focused sales professional who achieves results through a creative, problem solving approach aimed at generating measurable results for key clients. Experienced in digital media, new media, and traditional media.

EXPERIENCE:

Mar 2015- PRESENT **CUMULUS RADIO, BRIDGEPORT, CT: WEBE 108/WICC 600
NY YANKEE RADIO BROADCAST
Senior Multi Media Account Executive**

Cumulus Radio is the second largest operator in the United States
WEBE 108 is a 50,000 watt station that reaches the entire state of CT
WICC 600 has been a broadcast partner of the NY Yankees for over 20 years

Responsible for generating revenue for the area through advertising sales of local programming, NY Yankee broadcasts in English, multi digital platforms and events.

- Exceeded digital budget in the quarter by 22%
- Achieved NY Yankee broadcast budget annual with 1.3% growth
- Increased client involvement and spend by over 75%
- Increase key client spending by an average 24%
- Signed six new clients to long term campaigns within 2 months of hire

July 2013 – July 2015 **CBS SPORTS RADIO NEW YORK: 660/101.9 WFAN;
NY YANKEE RADIO BROADCAST; CBSLOCAL.COM
Senior Multi Media Account Executive**

WFAN is the number one billing radio station in the United States
CBS Radio is the broadcast partner for the NY Yankees
CBS Sports Radio is a CBS Broadcasting with offices throughout the United States

Responsible for generating revenue for the number one sports station and billing station in the United State and NY tri state area through advertising sales of local programming, NY Yankee broadcasts in English and Spanish, multi digital platforms and events.

- Developed new Spanish NY Yankee business
- Developed new cross over WFAN, NY Yankee and NY Spanish business
- Re-introduced digital business not billing in over (8) quarters

July 2012-July 2013 **ESPN NEW YORK: 98.7FM; Deportes 1050AM; ESPN NY.COM**

Project Account Executive

ESPN is a joint venture of The Walt Disney Company and Hearst Corporation operated by ABC. ESPN is headquartered in Bristol, CT with offices throughout North America, Europe and South America.

Responsible for generating revenue for English and Spanish ESPN NY properties through advertising sales of local programming, play-by-play, and multi digital platforms for ESPN NY.com and four other local sites. Created and managed accounts by generating new ideas for clients on ESPN New York's multiplatforms.

- 41% over annual ESPN Deportes budget
- 58% over annual ESPN NY.com budget

Sept – Jul 2012

ReachLocal – New York City
Internet Marketing Consultant

ReachLocal (NASDAQ: RLOC) mission is to help small and medium sized businesses(SMBs) acquire, maintain and retain customers via the Internet. ReachLocal is headquartered in Woodland Hills, CA, with offices throughout North America and in Australia, the United Kingdom, Germany and the Netherlands.

Responsible for generating revenue through sales of digital SEO and SEM. Created and managed accounts using marketing and advertising platforms through search, social, display and remarketing platforms.

- Named IMC of the week December 2011

March – Aug 2011

MAIN STREET CONNECT – NORWALK, CT
Associate Publisher Fairfield County

Main Street Connect is a national community digital news company that is dedicated to producing high quality, local news and information, and sharing the voices of our readers with the community at large

Manage a team of five seasoned sales professionals. Created and managed a sales system designed to create positive customer relationships while streamlining the sales process. Responsibilities include recruitment, training, coaching, budgeting, forecasting, and sales calls.

2004 – 2011

COX MEDIA GROUP – Milford/Norwalk, CT
WPLR/WEZN/WYBC/WFOX/WCTZ

Cox Media Group, Inc. is an integrated broadcasting, publishing, direct marketing and digital media company with \$1.8 billion in revenue. The company operations include broadcast television stations, local cable channel, radio stations, daily newspapers and non-daily publications, and more than 100 digital services.

SENIOR ACCOUNT MANAGER

Responsible for generating revenue through sales of traditional and digital media for Connecticut's #1 morning show and heritage rock stations. Key successes include:

- Grew automotive client by 300% by creating, presenting and selling customer focus ideas and solutions

- Exceeded company new business goals by 12%
- Led Cox Media Digital sales for six straight months generating \$60K in new digital revenue

2008 – 2010

DEVELOPMENT MANAGER

Responsible for managing team of seasoned and new account managers to achieve company monthly, quarterly and yearly budgets.

Championed Cox Media Group's Customer Focused Selling Strategy to teach to new account managers and reinforce with seasoned account managers. Key achievements:

- Three new account managers made individual budget
- Made 3rd and 4th quarter budgets 2009
- Mainstreamed recruiting process

2004 – 2008

ACCOUNT MANAGER

Implemented Cox Media Group's Customer Focused Selling strategy to develop new business and grow existing accounts. Key achievements include:

- Increase overall automotive category spending 500% while increasing a current automotive client 200%
- Delivered company revenue goals for 21 out of 24 months
- Led company in new business development in 2005

Activities:

Current Vice Chairman for the Holland Hill Building Committee (Appointed)
 Former Elected RTM (Regional Town Meeting) District 8, Fairfield, CT
 Former Executive Board, Connecticut Sports Commission
 Former Board Member American Red Cross, Stamford
 Former Board Member Easter Seals, Valhalla, NY
 Former BNI Officer, Chapter 15, New York

Language:

English, Spanish and Chinese

EDUCATION:

UNIVERSITY OF BRIDGEPORT, Bridgeport, Connecticut.



RECEIVED

By Office of the First Selectman at 3:24 pm, May 01, 2018

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: **Mill Hill Building Committee**

Date: **April 4, 2018**

Name: **Heather Nokta**

email: heather@nokta-studio.com

Address: **211 Warner Hill Road
Southport, CT 06890**

home phone: **203.292.5918**

Party: **Democrat**

cell phone: **917.701.4547**

1. How did you learn about this position?

I first learned about the opportunity of serving on a building committee from Philip Dwyer's Mill Hill PTA meeting visit, February 6th, 2018. The idea of serving on the building committee existed before the project seed money was being moved through town bodies for approval.

2. Why are you interested in serving and how can you contribute to this board / commission?

The opportunity of serving on the Mill Hill Building Committee is of interest to me as I am a Fairfield resident living in Southport, CT, as a Mill Hill School parent with an entering Kindergartener and 3rd grader 2018-19 and also, as a Mill Hill PTA Board Member, as such, I feel I would be an invested and thoughtful member of this committee. I am also a certified visual arts teacher in CT and a nationally certified interior designer since 2009. I have knowledge of building standards and codes, experience with building project management (conceptual design through construction management) and hands on experience within the school setting as an educator. I believe my professional background provides me with a unique lens to this educational build.

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify.

All of my past design experience relates to the structure of this committee's responsibilities and roles. More specifically, my experience at Beyer Blinder Belle Architects and Planners working with the Federal Reserve Bank (among other projects) directly relates to the theme of a "building committee" – I worked within a project team (across various disciplines) to analyze existing conditions, develop project scope,

explore design options and present multiple design solutions with varying cost (using a cost benefit analysis).

Additionally, I have been following this project (or perhaps, the “idea of this project”) since early 2018. I have attended, watched or read minutes for BOE, BOS, BOF + RTM meetings and have an invested interest in the success of this project – staying focused on the goals of the project and finding a solution that makes sense and agreeable for all parties involved. I also served on the Mill Hill Renovation Project Committee, promoting parent and community involvement to support the renovation need at our school and advocate for the passing of seed money through our town bodies.

4. Have you read the committee charge?

I have read all related documents provided on www.fairfieldct.org including the most current Ed Spec.

5. Do you have any potential conflict of interest?

None

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Yes, Democratic Party

7. Please use this space to ask any questions you may have or to provide additional information you’d like to share

Below was my “public comment” note from April 2018’s BOF meeting:

Good Evening, I am Heather Nokta of Warner Hill Road. I am speaking to you tonight not only as parent and PTA board member, but as an interior designer with knowledge of building code and standards and additionally as a visual arts educator with experience teaching in schools. I am also planning to apply for the Mill Hill Building Committee.

We are here tonight to implore you to vote for approval of \$1.5 million to develop a project team to analyze the existing site conditions and generate a proposal for Mill Hill’s future to meet health, safety and welfare requirements.

We recognize that Connecticut’s budget is in a concerning state. We understand that we must be mindful of how our capital is allocated for the future. And with a June 30th, 2018 deadline to meet our funding need, we know that we must be responsible stewards by approving this need of initial seed money for the children, staff and people of our town. As parents and tax payers within our community, we would expect an equitable solution for our school to ensure that our children are offered the same educational experience of others.

Since Mill Hill was built in 1955 and then reopened in 1991, the codes and standards have changed dramatically and we must acknowledge that aging systems and structures do not function safely without renovation. Recent examples of our school not meeting these requirements are lead, asbestos, poor air

quality, mold, inadequate support areas to meet our educational programming, and expired portables that are beyond the brick and mortar walls of our school. This has shown us that there is a high potential for more to be addressed. All of these further demonstrate that a more thorough analysis of our school is required for the welfare of our children.

The quality of the environment provided by a building affects the quality of the work done in the building. If a room is too hot (such as the Kindergarten wing) or too cold (such as the 5th grade portables) it reduces the quality of student performance. It also indicates the mechanical systems at the Mill Hill School are not functioning optimally or efficiently.

It is not just the state of our mechanical systems but our allocation of space use. Our adjacencies and facility layouts, as well as, access to the site for vehicles and utilities are all equally important to the ultimate success of our educational facility. Having the Principal's office directly connected to the nurse's small office and the shared OT/PT room directly connected to the main office, is a forced layout and highly inappropriate configuration for privacy, health and instructional reasons.

Our ultimate goal here is to create a realistic solution toward a building that is functional, safe, and sustainable to ensure it meets the needs of its occupants as well as the requirements of state and federal regulators.

What we are asking for today is approval to evaluate Mill Hill's existing conditions – we ask this for the devoted staff that is working within this building, for the young students who are expected to thrive within the building and unfortunately, in the world we live in today, to effectively keep out unwanted visitors. What we are asking for today is for experts in their fields to guide us and consult us toward a solution where our children are provided the environment they deserve.

Thank you for your time and careful consideration, voting for what we know you also believe to be a very important decision.

HEATHER NOKTA

RECEIVED

By Office of the First Selectman at 3:14 pm, May 01, 2018

211 Warner Hill Road | Southport, CT | 06890
C 917.701.4547 | H 203.292.5918 | E heather@nokta-studio.com

EDUCATION

Teachers College, Columbia University | New York, NY | May 2011
Master of Arts with Initial Teacher Certification (MATC) in Art + Museum Education

The Fashion Institute of Technology | New York, NY | May 2005
Bachelor of Fine Arts in Interior Design
FIT Interior Design Honors Award | Class of 2005
George L. Levinson Memorial Scholarship, United College Employees of FIT | 2003

Parsons School of Design (Parsons Paris) | Paris, FR | Summer 2004

CERTIFICATION

Connecticut State Certification in Art | Grades Pre-K - 12 | July 2012

New York State Certification in Visual Arts | Grades K - 12 | September 2011

National Council for Interior Design Qualifications | Certificate No. 025899 | September 2009

EXPERIENCE

Principal/Owner, Nokta Studio LLC | Southport, CT | 2015 – Present | www.nokta-studio.com

Fairfield Residence 3 | Fairfield, CT | January 2018 – Present
Fairfield Residence 2 | Fairfield, CT | September 2017 – Present
Redding Residence | Redding, CT | June 2017 – Present
Fairfield Residence 1 | Fairfield, CT | October 2016 – February 2018
Southport Residence | Fairfield, CT | March 2017 – August 2017
Manhattan Apartment 2 | Upper West Side, NY | June 2016 – July 2017
Manhattan Apartment 1 | Upper West Side, NY | June 2015 – June 2016
Short Hills Residence | Short Hills, NJ | April 2016 – April 2017

Visual Art Teacher, 6 - 8 | **Robert A. Van Wyck MS 217** | Briarwood, NY | 2011 – 2012

Created developmentally appropriate art lessons for grades 6 – 8 in the Visual Arts and designed specialized Architecture program for grade 8
Provided exposure to the Applied Arts through technology with use of computers + relevant software
Prepared + guided students through art material explorations to encourage discovery of the possibilities + limitations of various materials
Provided students opportunities to experience diverse art materials + concepts to build their repertoire + confidence in the arts
Facilitated student dialogue to foster arts awareness, appreciation + literacy
Developed collaborative activities that promote divergent thinking, appreciation of ideas, interpersonal communication, equalized ownership + respect

Student Teacher, 9 - 12 | **Abraham Joshua Heschel School** | New York, NY | Spring 2011

Student Teacher, K - 3 | **PS 9, The Anderson School** | New York, NY | Fall 2010

*Coordinator, **openhousenewyork inc.** | New York, NY | June – December 2008*

Non-profit Organization, Volunteer Coordinator

Overall coordination for 750 volunteers; Volunteer recruitment, registration + management; Planned, coordinated + conducted volunteer + site/program sponsor orientations; Exit meetings for database + website improvements; Participation on Volunteer Council.

*Interior Designer, **Beyer Blinder Belle** | New York, NY | January 2006 – January 2008*

The Desmond Tutu Center, New York, NY

Hotel + Conference Center, Schematic Design to Completion

Adaptive Re-use + Restoration:

Lobby, Corridors, Guest, Pre-function, Conference, and Break-out Rooms + Refectory

The Federal Reserve Bank, New York, NY

10th + 11th Executive Floors, Schematic Design to Design Development

Historic Preservation, Revitalization, Reinvention + Restoration of:

Lobby, Vaulted Corridors, Executive Dining Rooms, Offices + Meeting Spaces

The Levin Institute, New York, NY

State University of New York, Schematic Design to Completion

Furniture Layouts and Furniture, Finishes + Equipment Specifications

The National Building Museum, Washington DC

Cultural Institution, Schematic Design to Design Development

Great Hall Custom Carpet Design

*Interior Designer, **Champalimaud Design** | New York, NY | May 2005 – January 2006*

The Liberty Hotel (Formerly The Charles Street Jail), Boston, MA

Hotel, Schematic Design to Completion

Historic Preservation, Revitalization, Reinvention + Restoration of:

Lobby, Corridors, Guest, Pre-function, Conference, Ball, and Break-out Rooms

The Charles Hotel, Boston, MA

The Algonquin Hotel, Boston, MA

The Boca Raton Resort and Club, Boca Raton, FL

PROFESSIONAL ORGANIZATIONS

National Council for Interior Design Qualifications (NCIDQ) + National Art Education Association (NaeA)

SKILLS

Adobe Creative Suite (Photoshop, Illustrator) | iWork (Pages, Numbers, Keynote) | Microsoft Office (Word, Excel, Powerpoint) | AutoCAD | SketchUp | Lojik Spexx Software | Fine Arts (Drawing, Painting, Printmaking + Ceramics) | Interior Design + Architectural Modeling



RECEIVED

By Office of the First Selectman at 9:13 am, Apr 09, 2018

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

To be considered for appointment to a Board or Commission please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectman's office at firstselectmanffd@town.fairfield.ct.us. Please note that your resume and completed questionnaire are public documents. If you have any questions please contact the First Selectman's office at 203-256-3030 or firstselectmanffd@town.fairfield.ct.us.

Board/Commission: **Mill Hill School Building Committee**

Date: 4-9-2018

Name: Tom Quinn

email: **quinntomceo@aol.com**

Address: 88 Miro St

Fairfield, Ct 06825

home phone: **203-367-3312**

work phone:

cell phone: **609-805-0180**

Party:

1. How did you learn about this position?

Through BOS meetings

2. Why are you interested in serving and how can you contribute to this board / commission?

Believe given my experience level , I can be an asset

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify.

Yes. I was Chairman of Riverfield School Building Committee

And currently I am Chairman of Holland Hill School Building Committee

4. Have you read the committee charge?

yes

5. Do you have any potential conflict of interest?

no

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

R-Democrat

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share

Thomas F. Quinn

88 Miro Street
Fairfield, CT 06825

Cell: (609)805-0180
Email: quinntomceo@aol.com

2009-2010	Fleischers Bagels Rochester, New York	VP Supply Chain as a consultant
2007-2008	Variety of small firms	Consultant at large
2005-2006	Rolling Pin Donuts Pine Bluff, Arkansas	Managing Director as a consultant
1992-2004	Rich Products Corp. Buffalo, New York	Senior VP Manufacturing 2002-2004 (Corporate) Managing Director JW Allen 2001-2003 CEO Casa di Bertacchi 1997-2001 CEO Rich Products Canada 1994-2003 President, Rich Fruit Pak 1994-1996
1989-1991	Quinn Consulting Group	Chef Francisco/Stride Rite
1969-1989	General Foods Corp. White Plains, New York	General Manager Import/Export 1985-1989 (Corporate) Director Overseas Commissary Sales 1982-1984 (Corporate) Business Development Manager 1981 (Corporate) Sales Planning/Promotion Manager 1979-1980 (Birds Eye Division) Marketing Manager 1975-1979 (Birds Eye Division) Financial Analyst 1969-1974 (Birds Eye Division)

Commentary

For over 30 years, I have filled virtually every role within a company, including CEO of two medium sized subsidiaries (\$50 m+). During that time, I have amassed excellent technical skills, but my strongest suit is the ability to go into an existing organization and successfully manage the people who ultimately are directly responsible for the business' success.

As a consultant, I specialize in managing diverse groups by clearly developing the goals and the measurement processes necessary to achieve these goals.

My management style is open, caring, and fair; the job necessitates hard decisions, but those decisions need not be demeaning or personal.

During my stint as Senior VP Manufacturing at Rich Products, I had 3,000 people in my organization with an original number of 16 plants. This compares to the years I spent as CEO of Rich Canada, where we had 250 people across many functional roles.

CIVIC ORGANIZATIONS AND ROLE

- Riverfield School Building Committee (Chairman , 2012-current)
- Fairfield Citizen Police Academy Alumni Association (President , 2010-2013)
- Owen Fish Post #143 American Legion (Commander 2010-2015)
- Memorial Day Parade Committee (Chairman 2011)
- Parish Council, Assumption RC Church (Member 2008-2011)
- Fairfield University Alumni Association (Past President)
- Cub Scouts (Past Cub Scoutmaster)
- Youth Baseball (Past Coach, Little league / Babe Ruth)

PERSONAL

Resides on 88 Miro St. since 1975

Married with 5 sons born to marriage / 1 son joined family after parents deceased
Father , Thomas V Quinn served as member of Fire Commission

Respectfully,
Thomas F Quinn



RECEIVED

By Office of the First Selectman at 5:13 pm, May 01, 2018

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: Mill Hill Building Committee
Date: 03/29/2018

Name:	<u>Norm Roberts</u>	email:	<u>nroberts@graberroberts.com</u>
Address:	<u>1210 South Pine Creek Rd</u>	home phone:	<u>203-354-3186</u>
	<u>Fairfield, CT 06824</u>	work phone :	<u>203-590-1070</u>
		cell phone:	<u>203-856-0571</u>

1. How did you learn about this position?

I received an email

2. Why are you interested in serving and how can you contribute to this board / commission?

All of my children (3) do/will attend this school. I have many contacts and legal/organizational skills that may be useful.

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas?
If yes, please specify.

Not of the town. I previously served on the Connecticut Judicial Branch Identity Theft Committee; Connecticut Judicial Branch Identity Theft Family Law Subcommittee;

4. Have you read the committee charge?

No

5. Do you have any potential conflict of interest?

I don't think so.

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

I am registered, as independent

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

Norman A. Roberts, II
GraberRoberts, LLC
19 Old Kings Highway South, Suite 210, Darien, CT 06820
nroberts@graberroberts.com P: 203.590-1070 F: 203-427-8980

BAR ADMISSIONS

Connecticut, 1996; New York, 1997; Supreme Court of the United States, 2006.

EDUCATION

Fordham University, B.S., 1993; Quinnipiac University School of Law, J.D., 1996 (with Honors).

AWARDS AND DISTINCTIONS

Connecticut Super Lawyers (Law & Politics) (Rising Stars: 2008, 2009, 2010; SuperLawyers: 2011 - 2017; Top 50 Lawyers in Connecticut 2015-2017); Top 100 Lawyers in New England 2016-2017

MEMBERSHIPS

American Bar Association; Connecticut Bar Association; Executive Committee, Connecticut Bar Association Family Law Section (2008 – 2012, 2017 -); Co-Chair, Fairfield County Bar Association, Family Law Section (2008 – 2012); Connecticut Judicial Branch Identity Theft Committee; Connecticut Judicial Branch Identity Theft Family Law Subcommittee; Connecticut Public Service and Trust Commission, Alternatives to Court Appearances Committee; Connecticut Public Service and Trust Commission, Alternatives to Court Appearances Technology Subcommittee (2008-2009); Collaborative Divorce Attorneys of Fairfield County (2010 –)

PUBLICATIONS AND PRESENTATIONS

Connecticut Bar Association Appellate Advocacy Institute (2012, 2016), Faculty Member and presenter of the lecture *Special Aspects of Family Appellate Law*

Connecticut Bar Association Young Lawyers Section (2012), Presenter, *Divorce and Discovery—Tips, Tricks, and Best Practices for Getting the Information You Need to Know in a Divorce Case*

Connecticut Bar Association, Family Law Section (2005 - 2011) (Regular contributor to *Recent Developments*)

Presenter, Connecticut Bar Association (2007 - 2008) Annual Meeting, Annual Review of New Developments in Family Law

Connecticut Bar Association, Young Lawyers Section (2010), Introduction to Family Law

Fairfield County Bar Association, Family Law Section (January 12, 2005) (The Appeal Process in Family Cases)

Developments in Connecticut Family Law: 2006, 82 CBJ 339 (2008).

Two Decisions Dominate Past Court Term, 32 Conn. Law Trib. No. 38, Special Supplement, p. 6 (September 2006).

Extra Step Needed to Bridge Gap, 33 Conn. Law Trib. No. 35, Special Supplement, p. 5 (August 2007).

Discovery Abuse Taken Seriously, 33 Conn. Law Trib. No. 39, Special Supplement, p. 8 (September 2007).

Figuring Out What Constitutes Property, 35 Conn. Law Trib. No. 37, (September, 2009)

Limits Set on Child Support for High Wage Earners, 36 Conn. Law Trib. No. 37, (September, 2010)

BAR SERVICE AS SPECIAL COURT MASTER

Fairfield Judicial District (family cases, 2005 -); Stamford/Norwalk Judicial District (family cases, 2007 –) (Co-chair, 2008 - 2011)



Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: Mill Hill Building Committee
Date: 4/26/18

Name:	<u>Melanie Ruggieri</u>	email:	<u>melanieruggieri@gmail.com</u>
Address:	<u>238 Warner Hill Road</u>	home phone:	<u>203-259-0038</u>
	<u>Southport, CT 06890</u>	work phone :	<u>203-722-9006</u>
		cell phone:	<u>203-722-9006</u>

1. How did you learn about this position?

My daughter is in 2nd grade at Mill Hill. I've learned about the position through school communications.

2. Why are you interested in serving and how can you contribute to this board / commission?

I feel that this is a good opportunity to contribute to our school community and begin a more active role in my children's school. I am the fourth generation of my family's mason supply business and have dealt with architects, builders, general contractors and masons on a daily basis for the last 13 years. I believe that my experience in the construction industry would add value to the committee.

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify.

I have reviewed meeting minutes but had conflicts with many of the meetings.

4. Have you read the committee charge?

Yes.

5. Do you have any potential conflict of interest?

No.

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Yes. Republican.

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

Our family business, The Homer C. Godfrey Company, supplies material to various town projects. I do not believe this would be a conflict.

MELANIE RUGGIERI

238 Warner Hill Road • Southport, CT • 06890 • (203) 722-9006 • melanieruggieri@gmail.com

PROFESSIONAL EXPERIENCE

The Homer C. Godfrey Company, Bridgeport, CT*April 2005 to Present*

- Fourth generation of family masonry supply business; originally founded in 1923
- Work with landscape architects, architects, general contractors, and masons on various stages of project design, submittals, installation, and value engineering
- Answer technical questions related to brick/stone masonry and paver detailing/installation
- Responsible for oversight of sales and relationships
- Purchase materials
- Assist in coordinating logistics with HCG trucks between manufacturing plants and delivery to sites and our yard
- Member of BIA Landscaping & Paving Council
- Manage office technology, website and ELD for tractor trailers
- Responsible for maintain relationships with product manufacturers
- Implemented a new point of sale and inventory management software
- Sampling of project work include: Bedford Square (Westport), Westport Streetscape, UCONN Residences (Stamford), Yale University Baker Hall, The Verano (Stamford), Harbor Point (Stamford) buildings Y-1, S-3, C-8 and pavers throughout the area, Hartford Streetscape (Pratt Street, Sigourney Ave, Farmington Ave, Albany Ave), New Canaan Streetscape, Deep River Streetscape, Corporate Campus (Shelton), GE Campus (Ossining, NY), Mill River House (Stamford), numerous private residences, commercial jobs, and paving projects
- 2017 Gold Winner of Paving & Landscape for GE Management and Development Institute (Ossining, NY) Project

North Shore LIJ Health System, Procurement Analyst Manhasset, NY*July 2004 to April 2005*

- Expense analysis related to Corporate Card Program, travel, and various needs of procurement for 18 hospitals
- Corporate Credit Card Program Administrator for over 200 candidates
- Created Health System policies relating to procurement, travel, and entertainment
- Georgetown University recruiting team member

Tyco International, Public Affairs Washington, DC*May 2002- Aug 2003, Dec 2003- May 2004*

- Major responsibilities included briefing SVP of Public Affairs office on pertinent legislative and corporate news
- Assisted in creating a portfolio profiling over 1,000 domestic Tyco facilities for grassroots program
- Project work included compiling Congressional contact information, product specifications and markets, and community involvement for 55 Tyco Healthcare plants
- Liaison between consultants, lobbyists, Tyco staff, and Congressional members

US House of Representatives, Committee on Ways & Means, Press Office Intern Washington, DC*Aug 2003 to Dec 2003*

- Activities included preparing the Chairman's press clips, monitoring news wires; attending hearings and press conferences; editing Committee documents; research; and becoming familiar with the scope of the Committee's policy issues

EDUCATION

Georgetown University School of Nursing and Health Studies, Washington, DC*May 2004**Bachelor of Science, Health Systems Administration*

Program integrated business, healthcare, and science concepts. Coursework included Accounting, Macroeconomics, Microeconomics, Calculus, Managerial Communication, Information Systems, Health Economics and Development, Legal Aspects of Healthcare, Management Systems/Healthcare Organizations, Politics of Healthcare, Research in Healthcare, Health Care Delivery Systems, Human Biology, and Chemistry.

Georgetown University Varsity Women's Crew*Fall 2000-Spring 2002***Fairfield High School***2000***ACTIVITIES/INTERESTS**

Atlantic City Half Ironman 70.3 Triathlon*September 2017***CT Challenge Charity Bike Ride***2015 (75 miles), 2016 (75 miles), 2017 (100 miles)***Saugatuck Rowing Club***1997-2000*

Enjoy cooking, biking, running, local triathlons, and spending time with my husband Jerry, our daughters, Margot (8) and Zoe (4) and our Bernese Mountain Dog, Sawyer.

RECEIVED

By Office of the First Selectman at 4:48 pm, May 01, 2018



Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

NEW BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: **MILL HILL SCHOOL BUILDING COMMITTEE**

Date: **March 28, 2018**

Name: **Andrew Sherriff, Jr.**

Address: **1 River Lane
Southport CT 06890**

Party: **Independent**

email: **andrew@westportlaw.com**

home phone: **203-292-6805**

work phone: **203-557-3625**

cell phone: **203-216-2983**

1. How did you learn about this position?

My two children are presently attend second and third graded at Mill Hill Elementary School. In additional to notification by the PTA, Principal Kevin Chase sent an announcement to the school community.

2. Why are you interested in serving and how can you contribute to this board / commission?

As a parent of students presently attending Mill Hill Elementary School, I am keenly aware of the issues that need to be remedied at the school. As a 15+ year resident of Fairfield, I am aware of the financial issues facing the town. As an attorney that has been practicing real estate law for 19+ years and as the owner of a real estate title search company, I am also familiar with the legal issues regarding real estate and contracts.

3. Have you attended the meetings of any similar committees or reviewed past minutes or agendas? If yes, please specify.

I have reviewed various minutes of the Stratfield Elementary School Building Committee in order to familiarize myself with the process of the meetings. Have not yet attended another school's Building Committee meeting.

4. Have you read the committee charge?

Yes, although the present charge for this Committee is brief as the Committee has not yet been formed. I have reviewed the various other Building Committees that are presently existing and further, have reviewed the Procedural Guidelines for Building Committees that are presently available on the Town website.

5. Do you have any potential conflict of interest?

NONE

6. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Independent.

7. Please use this space to ask any questions you may have or to provide additional information you'd like to share

I would like to utilize my legal/real estate background to assist the Committee in any way that I can. With two children presently in second and third grades at Mill Hill Elementary School, I am also aware that the completion of construction/renovations at the School will likely be after my children have moved on to Ludlow Middle School.

CURRICULUM VITAE

RECEIVED

By Office of the First Selectman at 10:55 am, Apr 10, 2017

Andrew R. Sherriff, Jr., Esq.
Sound Title LLC

239 Main Street, Second Floor
Westport, Connecticut 06880
Telephone: (203) 557-3625 / Fax: (203) 413-4363
Email: ars@sound-title.com

SUMMARY

Twenty years of legal experience, with the past 12 years specializing in commercial and residential real estate title examinations and resolving real estate title issues. Owner and counsel to a Connecticut title search company that examines title throughout the State of Connecticut and conducts file reviews of building, zoning, conservation, health and public works departments.

EDUCATION

BROOKLYN LAW SCHOOL, Brooklyn, New York
Juris Doctor awarded 1997

FORDHAM UNIVERSITY, Bronx, New York
Bachelor of Arts awarded 1994

PROFESSIONAL HISTORY

SOUND TITLE LLC, Westport, Connecticut 2009 – present
Owner and Counsel

Sound Title LLC is a Connecticut based partnership, founded in 2009, providing real estate title examinations and municipal department searches throughout the State of Connecticut. Conduct commercial and residential title examinations.

SHERRIFF & SHERRIFF, Westport, Connecticut 2005- present
Of Counsel

Sherriff & Sherriff, is a law firm found in 1983 providing a general practice of law. Conduct residential and commercial real estate purchases and sales.

EXPRESS TITLE SERVICES, INC., Trumbull, Connecticut 2005 – 2009
Title Counsel

Express Title Services, Inc., was a Connecticut based corporation, founded in 2003, that provided real estate title examinations and municipal department searches in the State of Connecticut. Conducted commercial and residential title examinations

ZEISLER & ZEISLER, P.C., Bridgeport, Connecticut 2003 – 2005
Attorney

Represented financial institutions in connection with the negotiation, structuring and securitization of complex commercial loans secured by real property and business assets. Conducted commercial and residential purchases and sales. Conducted commercial and residential title examinations.

BERMAN AND SABLE, LLC, New Haven, Connecticut 1999 – 2003
Attorney

Represented financial institutions in connection with the negotiation, structuring and securitization of complex commercial loans secured by real property and business assets. Conducted commercial and residential purchases and sales. Conducted commercial and residential title examinations

SHERRIFF & SHERRIFF, Westport, Connecticut

1997 – 1999

Attorney

Conducted commercial and residential purchases and sales. Conducted commercial and residential title examinations

BAR ADMITTANCE

State of Connecticut (1998)

Commonwealth of Massachusetts (1999)

Memorandum

To: Board of Selectmen

From: Mark S. Barnhart, Director of Community & Economic Development

Date: June 1, 2018

Re: 2018 Neighborhood Assistance Act Program

As you know, the Town has solicited program proposals from municipal agencies and community non-profit organizations for funding consideration under the Neighborhood Assistance Act (NAA) program.

This program allows businesses to claim a State tax credit for cash contributions made to qualifying community programs conducted by tax exempt or municipal agencies. The types of community programs that qualify for the NAA tax credit program include, but are not necessarily limited to: energy conservation; employment and training; child care services; neighborhood assistance; substance abuse; open space acquisition; crime prevention programs and affordable housing development. The minimum contribution on which a tax credit may be granted is \$250, and the maximum contribution that any non-profit or municipal entity can receive under this program is \$150,000. There are no Town funds involved in this program.

In order to be considered, applications must be completed in full, approved locally following a public hearing, and submitted to the Department of Revenue Services (DRS) no later than July 2, 2018. Attached for your consideration is a summary of the applications that were received by the April 20, 2018 deadline.

In order to meet the aforementioned submission deadline, I would request that you consider this matter at your next regularly scheduled Board meeting, which I understand to be June 6, 2018.

Information and Justification Regarding the Neighborhood Assistance Act Program

1. *BACKGROUND*: The Neighborhood Assistance Act (NAA) program is a State program administered by the Department of Revenue Services that allows eligible businesses to apply for and receive a State tax credit for cash contributions made to qualifying community programs conducted by tax exempt or municipal agencies. More information can be found on the DRS website at www.ct.gov/drs.
2. *PURPOSE AND JUSTIFICATION*: The program is designed to provide funding to municipal and tax-exempt entities by incentivizing donations made by private companies owing a State corporate tax liability. The Town's role is limited to designating a municipal liaison to work with DRS, conducting a public hearing and soliciting applications from eligible municipal and non-profit entities, which activities must be approved by the Town's legislative body prior to their being submitted to DRS by the July 2nd deadline.
3. *DETAILED DESCRIPTION OF PROPOSAL*: See attached summary of applications received.
4. *RELIABILITY OF ESTIMATED COSTS*: There are no Town funds involved. The applicants are responsible for all project cost estimates, and administering any funds received through donations.
5. *PAYBACK PERIOD*: Not Applicable. There are no Town funds involved.
6. *ADDITIONAL LONG RANGE COSTS*: Not Applicable. There are no Town funds involved.
7. *ADDITIONAL USE OR DEMAND ON EXISTING FACILITIES*: Not Applicable
8. *ALTERNATES TO THIS REQUEST*: Participation in the NAA program is optional. Towns may decide not to participate in the NAA program. As of last year, seventy-seven communities had designated a municipal liaison and were participating in the NAA program.
9. *SAFETY AND LOSS CONTROL*: Not Applicable
10. *ENVIRONMENTAL CONSIDERATIONS*: Not Applicable
11. *INSURANCE*: Not Applicable
12. *FINANCING*: Not Applicable

13. OTHER CONSIDERATIONS: Not Applicable

14. OTHER APPROVALS: Board of Selectmen (6/6) Public Hearing (tentatively scheduled for 6/13/18), and RTM approval prior to submission to DRS by July 2nd deadline.

2018 Neighborhood Assistance Act Applicants

Program	Agency Sponsor	Agency Address	Funds Requested	Other Funds	Tax Credit	Program Category
Arts Program for the Community	Fairfield Theatre Company	70 Sanford Street, Fairfield	\$ 75,000	\$ 4,121,894	60%	Other: Community Arts Programming
FTC Lighting Upgrades to Stage One	Fairfield Theatre Company	70 Sanford Street, Fairfield	\$ 60,000	\$ 5,000	100%	Energy Conservation
Financial Literacy for Youth	Jr. Achievement of Western CT	835 Main Street, Bridgeport	\$ 15,000	\$ 10,200	60%	Other: Economic Education for Youth
Southport Clubhouse Energy Efficient Upgrades	Wakeman Memorial Association	385 Center Street, Southport	\$ 25,590	\$ -	100%	Energy Conservation
Community Hunger & Homelessness Services	Operation Hope of Fairfield	636 Old Post Road, Fairfield	\$ 150,000	\$ 2,645,889	60%	Program serving Low Income Populations
Mission Training Center	Connecticut Challenge dba "Mission" and the "Mission Training Center"	250 Pequot Ave, Southport	\$ 150,000	\$ 403,509	60%	Other: Programs for Cancer Survivors
Roof Replacement	Pequot Library Association	720 Pequot Ave, Southport	\$ 15,000	\$ 135,000	60%	Other: Roof Replacement
Audio Access for People who are Blind or Print Challenged	Connecticut Radio Information System	315 Windsor Ave, Windsor	\$ 20,000	\$ 20,000	60%	Other: Audio Accessibility for People who are Blind or Print Challenged

Memorandum

To: Board of Selectmen

From: Mark S. Barnhart, Director of Community & Economic Development

Date: June 1, 2018

Re: Program Year 44 Annual Plan, Community Development Block Grant

The proposed Program Year 44 (October 1, 2018–September 30, 2019) Community Development Block Grant (CDBG) activities are herein submitted for your approval.

The Community Development Block Grant (CDBG) Program is authorized under Title I of the Housing and Community Development Act of 1974, and is administered by the U.S. Department of Housing and Urban Development (HUD) through its Office of Community Planning and Development. The primary objective of this program is the development of viable communities by providing decent housing, a suitable living environment and expanded economic opportunities, principally for persons of low and moderate income. As a municipality with a population of more than 50,000 persons, the Town of Fairfield qualifies as an entitlement community, meaning that it receives an annual allocation of CDBG funds.

Each year, the Town must prepare an Annual Action Plan that identifies those projects and activities that it proposes to fund through CDBG for the upcoming year. The Town is required to develop and adhere to a citizen participation process that includes the community in the development of its Annual Action Plan. In accordance with its citizen participation plan, the Town conducted the first of two scheduled public hearings to solicit comments on housing and community development needs on February 27, 2018. A second public hearing was held regarding the proposed allocation priorities on May 21, 2018.

The Town of Fairfield has been advised by HUD that it can expect to receive \$508,143 in CDBG funds for the upcoming PY44 program year. Please note that the proposed budget presented hereto includes \$30,057 in estimated program income, for a total combined budget of \$538,200. Please also keep in mind that the Town may allocate not more than fifteen percent (15%) of its entitlement to public service category activities and that general administrative costs cannot exceed twenty percent (20%) of the allocation.

6/1/18

I respectfully request your timely and favorable consideration of the proposed PY 44 CDBG activities at your June 6, 2018, meeting so that we might present our proposed allocation plan to the Representative Town Meeting at its June meeting, and prepare and submit our Annual Action Plan to HUD. Please do not hesitate to contact me in the event that you have any questions.

Thank you for your consideration.

Information and Justification Regarding the Community Development Block Grant

1. *BACKGROUND*: HUD designates Fairfield as an entitlement community for its CDBG program. As an entitlement community, the Town receives grant funds in an amount established by HUD for each fiscal year to be used for various HUD eligible activities.
2. *PURPOSE AND JUSTIFICATION*: The objective of this program is to develop viable communities by providing decent housing, a suitable living environment and expanded economic opportunities, principally for persons of low and moderate income.
3. *DETAILED DESCRIPTION OF PROPOSAL*: See attached program description.
4. *RELIABILITY OF ESTIMATED COSTS*: The grant funds are a fixed amount established annually by HUD.
5. *PAYBACK PERIOD*: Not Applicable
6. *ADDITIONAL LONG RANGE COSTS*: Not Applicable
7. *ADDITIONAL USE OR DEMAND ON EXISTING FACILITIES*: Not Applicable
8. *ALTERNATES TO THIS REQUEST*: Not Applicable
9. *SAFETY AND LOSS CONTROL*: Not Applicable
10. *ENVIRONMENTAL CONSIDERATIONS*: HUD requires that all recipients of CDBG funds follow Federal regulations as contained in 25 CFR Part 58, thereby furthering the purposes of the National Environmental Policy Act of 1969.
11. *INSURANCE*: Not Applicable
12. *FINANCING*: Not Applicable
13. *OTHER CONSIDERATIONS*: Not Applicable
14. *OTHER APPROVALS*: Public Hearings (conducted on 2/27 and 5/21), Board of Selectmen, RTM, and 30 Day Public Comment Period prior to submission to HUD.

Town of Fairfield
Office of Community and Economic Development
PY 44 Annual Allocation Plan
Community Development Block Grant Program

Public Service Activities (15%)

Operation Hope Homeless Support Services	\$	11,000
Operation Hope Case/Property Management	\$	11,000
Center for Family Justice Advocacy/Support	\$	8,000
Lifebridge Mental Health/Counseling Services	\$	10,000
JSS/Grasmere by the Sea Social Worker	\$	5,000
BOE Special Education Vocational Training	\$	3,500
Connecticut Legal Services	\$	3,500
Jewish Senior Services Elder Abuse Prevention	\$	4,000
Fairfield History Museum Educational Enrichment	\$	3,000
Fairfield Human Services Senior Outreach	\$	9,000
Bridge House – Life Skills Development/Support	\$	4,700
Pilot House Veteran Support Initiative	\$	4,000
Woofgang Volunteer Coordinator	\$	4,000
Subtotal	\$	80,700

Public Facilities and Non-Housing Needs

DPW Street/Sidewalk Improvements	\$	75,000
Pequot Library Accessibility Upgrades	\$	10,000
Micro-Enterprise Assistance	\$	10,000
Subtotal	\$	95,000

Affordable Housing Activities

Multi-Family Rehab Program	\$	50,000
Single-Family Rehab Program	\$	80,000
Handyman	\$	16,000
Homeownership Assistance	\$	80,000
Parish Court Life Safety Enhancements	\$	15,000
Kennedy Center Broadhurst Manor	\$	15,000
Subtotal	\$	256,000

Program Administration (20%)

Administration	\$	106,500
Subtotal	\$	106,500

CDBG PROGRAM YEAR 44 SUMMARY**USES:**

Public Service Activities (<15%)	\$ 80,700
Public Facilities and Non-Housing Needs	\$ 95,000
Affordable Housing Activities	\$ 256,000
Program Administration (<20%)	<u>\$ 106,500</u>

TOTAL USES	<u>\$ 538,200</u>
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SOURCES:

CDBG Entitlement	\$ 508,143
Program Income (Estimated)	<u>\$ 30,057</u>

TOTAL SOURCES	<u>\$ 538,200</u>
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Final grant amount subject to change by HUD

Agenda Item #1

Ye Old Yacht Yard Shop Building Repairs (Burr Shed) = \$42,000

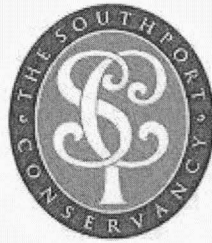
1. **Background** – Ye Old Yacht Yard Shop Building also known as shop building or the Burr Shed is located on the Ye Old Yacht Yard /Town of Fairfield property located near the end of Harbor Road in Southport. The shed is considered a historic structure but is in poor shape. The roof, trim, siding and doors are in need of repair or in kind replacement. The interior is in basically good condition, considering the age of the building. A few years ago, the Southport Conservancy approached the Town of Fairfield about raising funds for the repair of the structure, earlier this year, the Conservancy obtained Historic District Approval for the in kind repairs for the structure and recently, the Purchasing Department solicited contract bids for the proposed repairs.
2. **Purpose and Justification** – The purpose of the project is to repair the structure. It will allow the Town to perform the much needed repair and (in kind) replacement of certain elements of this structure. It will allow general public to visually enjoy its architecture and allow for limited or approved access for the public. DPW, boaters, general public can utilize the building features such as community bulletin board, history display, very limited access to tools, water and electricity.
3. **Detailed Description of Proposal** – The project will include all components of Bid 2018-58 which include repairs to roof, siding, carpentry (trim/Slat repair), steam box (allows for bending wood) and other elements necessary. The Contractor will be awarded project pending Town approval. Project specifications and documents were included in the contract bidding for construction.
4. **Reliability of Cost Estimate** – Based on contract scope, on a scale of 0 to 10 the reliability of the estimate is 9.8 based on the contract bid prices.
5. **Increased Efficiency or Productivity** – N/A- although from a historical standpoint, educational opportunities could increase.
6. **Additional Long Range Costs** – General maintenance costs. With the condition of the building being greatly improved, the typical first few years of standard maintenance are expected to be minimal.
7. **Additional Use or Demand on Existing Facilities** – Slight increase in use because post construction structure will be more functional and educational.
8. **Alternatives to this Request** – Allowing building condition to deteriorate, which will eventually lead to demolition and loss of historic and scenic structure.
9. **Safety and Loss Control** –N/A
10. **Environmental Considerations** – No excavations are anticipated. Preliminary review of materials listed in this contract are non-hazardous. Exterior elements are free of lead and asbestos. Work being done is above coastal jurisdiction line therefore no environmental permits are necessary.
11. **Insurance** – The selected contractor will have the necessary insurance prescribed by the Purchasing Department via contract.

12. **Financing** – Project will be funded by donations by Southport Conservancy. First donation will be for \$ 37,872 to cover contract bid items. The second donation will be in the form of reimbursement for any slat repair and actual expenditures covering \$ 4128 for any extra work or materials. See attached Southport Conservancy commitment letter.

13. **Other Considerations:** Alternate options regarding donations, financing or reimbursement.

Other Approvals:

Board of Selectmen	-	May 2018
Board of Finance	-	June 2018
RTM	-	June 2018



William Hurley P.E.
Engineering Manager
Fairfield Engineering Department
725 Old Post Road
Fairfield CT 06824

May 9, 2018

Dear Bill,

I am writing this letter to you today to inform you of the Southport Conservancy's full commitment of financial support in the amount of \$42,000 for the rehabilitation of the Ye Yacht Yard shop building (also known to locals as the Burr Shed). This financial support will cover all components of the bid that includes 10% contingency for slats replacement or other typical change orders. We also understand that a bidding process has been conducted fairly by the Fairfield Engineering Department.

Please do not hesitate to contact me with any questions. I speak on behalf of the entire board of the Southport Conservancy in saying that we look forward to moving forward with this rehabilitation project of the Ye Yacht Yard.

Sincerely,

A handwritten signature in cursive script, appearing to read 'G. Michener', is written in dark ink.

Graham E. Michener
Chairman
Southport Conservancy



Town of Fairfield

EMMET P. HIBSON, JR.
Director of Human Resources

725 Old Post Road
Fairfield, CT 06824

May 29, 2018

Betsy P. Browne
Town Clerk
Old Town Hall
611 Old Post Road
Fairfield, CT 06824

RECEIVED

JUN 8 2018

TOWN CLERK'S OFFICE
FAIRFIELD, CT

Dear Ms. Browne:

On May 25, 2018 the Town of Fairfield entered into a Memorandum of Agreement with the United Public Service Employees Union – Unit 454 (Public Works Union) regarding a successor collective bargaining agreement. Pursuant to section 7-474(b) of the General Statutes, I am communicating this Agreement within the required time frame of fourteen (14) days from entering the Agreement. Additionally, section 7-474 (b) of the General Statutes requires that the legislative body vote to approve or reject this Agreement within thirty (30) days after the expiration date of original fourteen (14) day period.

For purposes of planning, the RTM should be aware that the fourteen day period expires on June 8, 2018 and the RTM must vote on this Agreement by Sunday, July 8, 2018. If the RTM elects not to approve or reject this Agreement by July 8, 2018, it becomes a valid agreement per the terms of section 7-474 (b) of the General Statutes.

Prior to the RTM meeting, the Town will be submitting a full analysis of the Agreement including the financial effect for its review. Thank you.

Sincerely,

Emmet P. Hibson, Jr.

CC: Mike Tetreau, First Selectman
Robert Mayer, Chief Fiscal Officer

**TENTATIVE AGREEMENT
FOR A
SUCCESSOR TO THE**

PUBLIC WORKS

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

THE TOWN OF FAIRFIELD

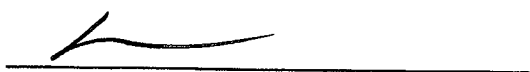
AND

THE UNITED PUBLIC SERVICE EMPLOYEES

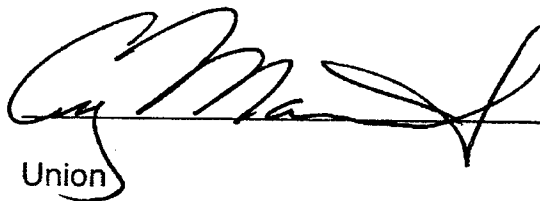
UNION-UNIT #454

JULY 1, 2010 2014 - JUNE 30, 2014 2020

**July 18, 2013
55018**

A handwritten signature in black ink, consisting of a stylized 'h' or 'r' shape, positioned above a horizontal line.

Town

A handwritten signature in black ink, appearing to be 'C. M. [unclear]', positioned above a horizontal line.

Union

**TENTATIVE AGREEMENT
FOR A
SUCCESSOR TO THE**

PUBLIC WORKS

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

THE TOWN OF FAIRFIELD

AND

THE UNITED PUBLIC SERVICE EMPLOYEES

UNION-UNIT #454

JULY 1, 2010 2014 - JUNE 30, 2014 2020

**July 18, 2013
55048**

Town



Union

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AGREEMENT

This Agreement is between the Town of Fairfield, Fairfield County, Connecticut, hereinafter referred to as the Town, and The United Public Service Employees Union-Unit #454, hereinafter referred to as the Union.

ARTICLE I – RECOGNITION

Tentative Agreement:

Section 1.01

The Town recognizes the Union as the sole and exclusive collective bargaining agent for all employees who are hourly paid, non-supervisory, permanent employees in the following categories:

1. Golf Courses: H. Smith Richardson and Par Three
2. Police Department Garage: Mechanic and Custodian
3. Conservation Agency: Employees who perform physical work
4. Water Pollution Control Facility employees other than the Superintendent, and other supervisory employees, and clerical employees that are members of THEA
5. Operations of the Public Works Department consisting of the following functions: Parks Maintenance, Tree Maintenance, Highway Maintenance, Building Maintenance, Landfill Operation and Maintenance and Repair Operations of the Town Garage excluding the Parts Clerk and Custodians.

Supervisory employees include all those with the authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action with respect to rates of pay, wages, hours of work, or other conditions of employment. This Agreement does not cover probationary, temporary as defined in Article III, or part-time employees.

ARTICLE II - UNION DUES - AGENCY SHOP

Section 2.01

The Town agrees to deduct from the pay of each employee who has signed an authorized payroll deduction a sum certified by the Local President or other authorized Union official to be Union dues. Deduction will be made periodically from the payroll as specified and total due shall be sent to the United Public Service Employees Union. The Local Union shall receive a monthly copy of the dues deduction roster.

Section 2.02

Each new employee, as a condition of employment shall become a member of the union in good standing after sixty (60) days of employment or shall be assessed a "Union Service Fee," Said "Union Service Fee" shall not exceed the "Union Dues Assessment" in effect.

Section 2.03

Said dues and initiation fees but not the service fee which need not be authorized shall be deducted upon receipt of a written and signed authorization from a Union member submitted to the Town on an appropriate authorization form supplied by the Union.

Section 2.04

The Union agrees to defend, indemnify, and hold the Town harmless against any and all expenses, liability, suits, or claims which arise from bargaining unit employees under this Article and/or from the Town's action in compliance with the provisions of this Article.

ARTICLE III – TEMPORARY AND PART-TIME EMPLOYEES**Section 3.01**

Temporary and part-time employees will not be represented by the Union and are excluded from provisions of this Agreement.

A temporary employee is one hired for seasonal work. A seasonal worker hired to work at H. Smith Richardson and Par 3 golf courses will be allowed to continue to work for more than 120 days per year. The employees will not become union members as a result of continuing this practice provided the use of the seasonal employee does not replace any full time union positions.

A part-time employee is an employee who is working a regular schedule of less than twenty (20) hours per week. The Town will inform the Union President, in writing, of the names, assignment, and date of hire of temporary employees.

ARTICLE IV – PROBATIONARY EMPLOYEES**Section 4.01**

New employees shall serve a probationary period of six (6) months from their date of employment. At the end of such probationary period, at management's discretion, an employee may be offered an additional six months of probation in lieu of termination. If the employee accepts the extended probation, the union will accept the employee's decision to remain on probation. The union will not represent an employee in a termination grievance until the employee is no longer on probation.

Section 4.02

Upon satisfactory completion of the probationary period, an employee shall be granted seniority retroactive to the date of his employment.

Section 4.03

During his probationary period, an employee will have no seniority rights and will be subject to transfer or termination without questions or appeal.

Tentative Agreement:

Section 4.04

During the probationary period, an employee will not be eligible for any benefits (including pay for time not worked) except for Workers' Compensation as prescribed by state law, and holiday pay, ~~except~~ In addition, medical insurance which shall be granted after three months of full time service.

ARTICLE V – SENIORITY

Tentative Agreement:

Section 5.01

Upon satisfactory completion of a six (6) month ~~or twelve (12) month~~ probationary period, an employee's seniority shall be based on from the first day of employment and continuous service from that date on, except that an employee shall lose his/her seniority if he/she:

- a. Quits or resigns;
- b. is discharged;
- c. is absent from work for five (5) consecutive days without notifying his supervisor and is absent without satisfactory excuse;
- d. exceeds a leave of absence without satisfactory explanation;
- e. fails to return from a layoff within ten (10) working days without a satisfactory excuse after receipt of notice by registered mail to the last known address;
- f. accepts employment elsewhere while on leave of absence without approval of employer;
- g. fails to return from maternity leave within six (6) months after giving birth.

Section 5.02

No employee shall be permanently transferred to a Town Department outside of the bargaining unit without the employee's agreement.

Section 5.03

Employees transferred to jobs outside the bargaining unit may be returned to their former classification in accordance with their seniority which shall include time spent out of the bargaining unit.

Section 5.04

Whenever practical in the judgment of the Town, shift preference shall be made on the basis of seniority within job classification.

Section 5.05

The Town will provide the Union, within thirty (30) days, with the names of all new employees, their date of hire, and job title and will, on July 1 and January 1, provide the Union with a current list of employees including seniority, classification, and rate of pay.

Section 5.06

Job assignments within a classification when differentiated by permanent location of where the employee reports to duty or previously assigned by seniority as a preferential assignment shall be made on the basis of seniority. If a vacancy occurs in any of these assignments, it shall be filled in accordance with seniority by employees in that classification before the job vacancy is posted in accordance with Article VI, Section 1.

Section 5.07

Non-resident employees shall have all rights, privileges, and job security provided for in this contract comparable to a resident employee of the Town.

ARTICLE VI – JOB POSTING

Tentative Agreement:

Section 6.01

The Town shall provide notice of vacancies in any bargaining unit position to the local Union President. Vacancies shall be posted citing the number of vacant positions on the bulletin boards for a period of seven (7) working days unless the present opening has occurred within thirty (30) working days of a previous posting for the same job classification. Employees who request the job during this period will be considered on the basis of their skills, ability, qualifications, demonstrated potential and ability to meet the physical requirements of the job. Employees will receive preferential treatment to fill a vacancy in a labor grade nine (9) or higher within the Public Works sections: Conservation, Golf, Water Pollution Control Authority, Parks, Highway, Building, Mechanics and Tree. Vacancies in labor grades of 8 or lower will be open to the qualified employees in the bargaining unit.

If the employee's knowledge, skills, employment record and demonstrated abilities allows them to proceed to the next stage in the selection process, priority for selection will be given in the following order:

1. Promotional Opportunity: To fill a vacancy in labor grade fourteen (14) or higher, the most senior qualified bargaining unit employee currently in labor grade thirteen (13) or below.

2. Promotional Opportunity: To fill a vacancy in labor grades thirteen (13) or lower, the most senior qualified bargaining unit employee whose current labor grade is twelve (12) or lower.
3. Lateral Transfer or Demotion: At the sole discretion of management, the most senior qualified bargaining unit employee in the same or higher labor grade as the vacancy.

The Town may require all applicants to take a written test. Such test shall be prepared by an independent testing agency, professional or national association and shall be job related to the vacancy to be filled.

Section 6.02

Such employee shall have a break-in period of not more than sixty (60) working days to prove his ability to handle the job. If the employee's performance qualifies him for the job prior to or upon completion of the sixty (60) day break-in period, he shall be reclassified to that position and shall receive the increment step in the higher classification which is next above his former rate of pay, and he shall be reinstated to his longevity after one year. If the employee proves himself incapable of handling the job prior to or by the end of the sixty (60) working days, he will be returned to his previous position; and the next opportunity to fill the vacancy will be given to the next senior bidder who is qualified.

Section 6.03

Promotions to H-14 and above shall be subjected to a ninety (90) day period. The first sixty (60) days shall be a training period without additional increases in wages and then thirty (30) day probationary period with wages and benefits applicable to said classification.

ARTICLE VII – HOURS OF WORK AND OVERTIME

Section 7.01

The regular work week (except for the operation of the Water Pollution Control Facility which is defined in Section 10 of this Article) shall be divided into five (5) days of eight (8) hours each Monday to Friday inclusive. The hours of work for the Public Works Department shall be 7:00 a.m. to 3:30 p.m. five (5) days per week Monday through Friday inclusive and an alternative shift of Thursday to Monday with regular hours of 7:00 a.m. to 3:30 p.m. and seasonal hours of 6:00 a.m. to 2:30 p.m. The schedule of hours of work in the Water Pollution Control Facility, the Police Department, the Conservation Department, and the Golf Courses shall continue as presently constituted. The Union shall be given thirty (30) days notice prior to any changes in the existing schedule.

Tentative Agreement:

Section 7.02

Hours worked in excess of eight (8) hours per day Monday to Friday inclusive, or in excess of forty (40) hours per week shall be compensated at one and one-half (1 ½) times the regular rate except as hereinafter stated. ~~For employees on compressed work week, hours worked in excess of nine (9) hours per day or in excess of forty (40) hours per week shall be compensated at one and one-half (1 ½) times the regular rate.~~

Section 7.03

Hours worked on Sunday shall be compensated at two (2) times the regular rate except where Sunday is part of the regular work week.

Section 7.04

Hours worked on a holiday recognized in this Agreement shall be compensated at two (2) times the regular rate. In addition, the employee will receive his regular holiday pay. If a Friday or Monday is substituted for a Saturday or Sunday holiday, time worked on such Friday or Monday shall be compensated at one and one-half (1 ½) times the regular rate. Time worked on the official holiday (Saturday or Sunday) will be compensated at two (2) times the regular rate.

Section 7.05

An assignment of overtime work other than emergencies shall be made at least four (4) hours in advance by the employee's supervisor or as far as is practical.

Section 7.06

As far as is practical the opportunity for all overtime work shall be distributed equally among eligible employees within the same job classification (as listed in Appendix D), within categories (as defined in Article I, Section 1.01).

A "voluntary" list of employees shall be established weekly for each classification for possible call-in assignments of workday extension or on weekends and holidays. The overtime list shall be kept up-to-date, and a copy of the list shall be furnished to the designated Union representative upon request. The list shall not apply for general emergencies such as a snow removal. General emergency shall be called by the Selectman. Employees refusing to report for general emergency without satisfactory excuse shall be subject to disciplinary action.

Overtime work that is a continuous extension of the regular workday shall be assigned to the same employees as were doing the work during the regular workday. The employee shall have the right to refuse such work assignment unless such employee is on the "voluntary" overtime list. Such refusal shall result in the employee being charged with the overtime hours as if he had worked.

Overtime involving contiguous extensions to the workday may include employees assigned to the crew whose workday is being extended. The Town and a three-member Union committee shall meet bimonthly to review overtime distribution. When inequities are identified and agreed upon by the Town and the Union, future assignments will be given to correct them. Refusal to accept assignments, failure to

place name on the "voluntary" overtime list, unavailability and ineligibility shall be just causes to assign overtime to others.

Disputes over inequities will be resolved by expedited arbitration.

Section 7.07

An employee who is absent from work must call in thirty (30) minutes before the start of the shift on the first day of absence or lose his pay for the day. An employee may call in an absence after six (6) in the morning on the day of such absence. The employee must personally speak with a supervisor during their absence unless their medical situation prohibits them from doing so.

Emergency situations that prevent an employee from calling his or her supervisor will not require the thirty (30) minute notification. Employees can call out for multiple days at time of call if the employee knows that she/he will be out for more than one day.

Section 7.08 – Higher Classification

An employee working in a grade higher than his regular classification for less than four (4) hours shall receive four (4) hours pay; for more than four (4) hours shall receive eight (8) hours pay for the hours worked in the higher grade using the following guidelines. Any employee from H-06 to H-11 and H-17 who moves up one grade stays in step. Any employee from H-06 to H-11 who moves up two or more grades will move to the first step which provides the individual with a minimum of a one dollar (\$1.00) increase in pay. Any employee from H-12 to H-16 who moves up one or two grades stays in step.

Section 7.09

An employee called in outside of his regular shift will be paid at the applicable rate but will receive not less than the equivalent of four (4) hours at the appropriate overtime rate.

Section 7.10

The Water Pollution Control Facility shall operate on a seven (7) calendar day basis Sunday to Saturday inclusive. Work in excess of eight (8) hours per day or in excess of forty (40) hours in any calendar week shall be compensated at one and one-half (1/2) times the regular rate except as hereinafter provided.

- a. Hours worked on Sunday shall be compensated at two (2) times the employee's regular hourly rate for those hours worked.
- b. Hours worked on a holiday recognized in this Agreement shall be compensated at two (2) times the employee's regular hourly rate for those hours worked, in addition, the employee will receive his regular holiday pay except as prescribed in Section (c) below.

- c. If a Friday or Monday is re-designated for a Saturday or Sunday Holiday, time worked on such Friday or Monday shall be compensated at two (2) times the employee's regular rate for hours worked, in addition, the employee will receive his regular holiday pay. Time worked on the Official Holiday (Saturday or Sunday) will be compensated at the employee's regular hourly rate for those hours only and no holiday pay will be provided.

Section 7.11

Employees who report "late" for their respective work shift will be "docked" for that time that the record indicated such tardiness only. However, the Town reserves the right to discipline those employees whose records shows repeated abuse of tardiness in report for work.

Section 7.12

There shall be a ten (10) minute rest period during the morning.

Section 7.13

There shall be a ten (10) minute personal clean-up time immediately prior to the end of the scheduled work day.

Section 7.14

The Town will provide a meal allowance of \$10.00 per meal or \$40.00 per day under the following conditions:

- a. If an employee is called prior to 6:00 a.m. and reports on the job by 6:30 a.m., he shall receive a meal allowance for breakfast and subsequent meals for as long as he continues on duty. Insofar as possible, the recognized meal times will be 6:30 a.m., 11:30 a.m., 4:30 p.m., and 11:30 p.m.
- b. If an employee is held over at the end of his regular hours beyond 6:00 p.m., he will receive a meal allowance for dinner. The meal time, insofar as possible, will be 6:00 p.m. If he continues on duty, he will be entitled to further meal allowance as outlined in (a) above. The Town shall provide access for meals in two diners located in the Town of Fairfield.

Section 7.15

The Town shall have the right to create a second shift which may, but need not, overlap the existing hours of work. Any employee working said second shift shall be paid a premium of ten percent (10%) in addition to his normal pay. The second shift shall be filled in accordance with Article V, Section 4. If said positions are not filled in accordance with Article V, Section 4, employees shall be assigned in inverse order of seniority.

The Town reserves the right to implement an alternate shift at the Water Pollution Control Facility. This alternate work week need not overlap the existing hours of work. This shift will be Tuesday through Saturday. Saturday hours will be considered their

normal work week and paid at their normal hourly rate that will include the 10% salary premium. A maximum of 10% of the employees scheduled Saturdays may be taken as single vacation days off in order to remain on the alternative work week. These positions shall be filled in accordance with Article V, Section 4 or in inverse order of seniority.

Mechanics currently receiving a ten percent (10%) differential shall continue to receive it during their tenure of employment. No other class of employees shall receive a differential except by mutual agreement between the Union and the Town. The Department of Public Works has previously established an alternative work week with regularly scheduled hours of Thursday through Monday. For employees working such schedule, hours worked on Tuesday and Wednesday shall be paid at one and one-half (1 ½) times the regular rate of pay. The work schedule will include the following five (5) holidays: Memorial Day, Columbus Day, Fourth of July, Labor Day and Veterans' Day. The holidays will be paid at holiday pay. A maximum of ten percent (10%) of the employee's vacation benefit may be scheduled on Saturdays and Sundays. An employee who accepts this shift may be required to remain on the shift for a minimum of two (2) years. At the completion of the two (2) year requirement, employees working the alternative shift shall have the ability to post for a regular work week schedule when such a position becomes available. Employees assigned to this shift will be classified at a minimum of H-6 (and not to exceed H-8) classification in the Public Works Department.

Tentative Agreement:

Section 7.16

~~The Town shall have the right to create a Compressed Work Week (CWW), schedule of four (4) nine hour days and one (1) four hour day which shall be at the beginning or end of the week. The CWW shall exclude Saturday and Sunday. When the CWW includes days off with pay, the fifth day shall be extended one hour for each day off. Participation in the CWW shall be voluntary. Employees may elect to work four hours compensatory time on the fifth day and take the fifth day off the following week.~~

~~The Compressed Work Week (CWW) shall become effective January 1, 2002, for a trial period of six (6) months. Either party may discontinue the CWW if no agreement is reached to continue the CWW after July 1, 2002.~~

Tentative Agreement:

Section 7.1716

A person who is out sick will be ineligible for overtime for ~~six (6)~~ **three (3)** calendar days from his last day out at management's discretion.

ARTICLE VIII – WAGES

Section 8.01

The pay structure applicable to job classification covered by this Agreement is loosely patterned after a system established by the Frank C. Brown Co. The system has been extensively modified by the Town and the Union, this modified form is part of this Agreement. It is agreed that both parties shall have the right to request a new job evaluation of a classification when there is sufficient change in the job content of a classification to warrant such request. Changing a position classification shall be made by the total job content decreasing and increasing a sufficient number of points to place it in a different grade.

Tentative Agreement:

Section 8.02

The wages for the employees shall be as set forth in the wage schedule attached to and made a part of this Agreement and said schedules shall reflect the following changes:

Effective and retroactive to July 1, 2010 ~~2014~~ there shall be a wage freeze and so there shall be no adjustment to pay rates there shall be a general wage increase of two percent (2.0%).

Effective and retroactive to July 1, ~~2011~~ 2015 there shall be a general wage increase of two percent (2.0%).

Effective and retroactive to July 1, ~~2012~~ 2016 there shall be a general wage increase of two and one-half percent (~~2.5~~ 2.0%).

Effective and retroactive to July 1, 2013 ~~2017~~ there shall be a general wage increase of one and three-quarters percent (~~1.75~~%). two percent (2.0%).

Effective July 1, 2018 there shall be a general wage increase of two percent (2.0%).

Effective July 1, 2019 there shall be a general wage increase of two percent (2.0%).

Section 8.03

An employee hired in Step 1 of any labor grade, upon satisfactory completion of their probationary period, shall be upgraded in step 2 of that labor grade.

Section 8.04

The Town shall provide weekly paychecks representing pay for the basic workweek. In addition, overtime shall be paid on the payday covering the payroll week in which the overtime was worked. The Town will seek to provide more itemized detail on overtime when economically feasible and where technologically possible.

Section 8.05

- a. Each employee who has completed five years of service as of December 1st of each year shall be paid an annual longevity increment in the amount of \$400.00.
- b. Each employee who has completed ten (10) years of service as of December 1st of each year shall be paid an annual longevity increment in the amount of \$600.00.
- c. Each employee who has completed fifteen (15) years of service as of December 1st of each year shall be paid an annual longevity increment in the amount of \$800.00.
- d. Each employee how has completed twenty (20) years of service as of December 1st of each year shall be paid an annual longevity increment in the amount of \$1000.00.

The annual increment will count towards pension calculations.

ARTICLE IX – HOLIDAYS

Section 9.01

The town will recognize twelve (12) paid holidays per year and one (1) floating holiday:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Observance Day
Presidents' Day (Observance)	Veteran's Observance Day
Good Friday	Thanksgiving Day
Memorial Observance Day	Friday After Thanksgiving
Fourth of July	Christmas Day

The one (1) floating holiday shall be a personal holiday and shall not be used against an employee's eligibility for benefits under Section 11.07 (Attendance Bonus).

Section 9.02

If a holiday falls on a Sunday, the following Monday shall be considered a holiday. If a holiday falls on a Saturday, the preceding Friday shall be considered a holiday.

Section 9.03

To be eligible for holiday pay, a person must work the week in which the holiday falls or be on vacation. If an employee is absent due to illness for the entire week, he/she will have the holiday pay charged to non-occupational disability benefits. If the employee has exhausted his non-occupational disability benefits, he shall not be entitled to such holiday that falls during a week in which he has been absent for the entire week. If an employee is on non paid leave, he/she will not be paid for any holiday during the duration of the leave.

Section 9.04

If a holiday falls during an employee's vacation, he will receive an extra working day off at the start or end of this vacation.

ARTICLE X - VACATION

Section 10.01

Employees will receive paid vacation according to the following schedule:

Under 1 Year	1 working day for each month's service up to a maximum of 10 working days
1 to 5 Years	10 working days
5 to 10 Years	15 working days
10 Years or More	20 working days

Effective July 1, 2002, employees with Twenty (20) or more years of service shall receive paid vacation of twenty-five (25) working days.

Twelve (12) months prior to retirement at age 59½ or over, under the terms of the Pension Plan, two (2) additional paid weeks (ten (10) working days).

Section 10.02

The qualifying date for determining earned vacation shall be June 30th of the preceding fiscal year and/or January 31st of the current fiscal year, whichever date provides the greater vacation benefits.

Section 10.03

An employee shall not be eligible for vacation until July 1st following completion of three months service.

Section 10.04

Employees shall be free to choose the time of their vacation, subject to their supervisor's approval. Senior employees shall have first choice in scheduling their vacations.

Section 10.05

Vacations must be taken during the fiscal year in which the employee becomes entitled to the vacation. Pay in lieu of vacation will not be permitted. An employee may carry over unused vacation for one year up to a maximum of ten (10) days to be used the following fiscal year.

Section 10.06

Employees voluntarily terminating their services with the Town and giving two (2) weeks' notice will receive vacation accrual equal to 1/12th of their vacation for each full month of service since the previous July 1st. Vacation will be based on the amount they would have become entitled to the following July 1st. Vacation accrual will also be paid to employees who retire or are discharged. In the event of an employee's death, his/her estate shall receive the vacation accrual payment.

Section 10.07

The amount of vacation to which an employee becomes entitled as provided in Section 2 of this Article shall be considered an earned right payable upon termination for any cause.

Section 10.08

Employees shall not be obligated to honor a call back to work while on vacation. If an employee accepts a call back, he shall receive one and one-half (1 ½) times his regular rate for the hours he works during his vacation except hours worked on Sundays and holidays during this period shall be paid at twice (2X) his regular rate. He must take the balance of his vacation at a later date if possible, during the same fiscal year.

ARTICLE XI – HEALTH & WELFARE BENEFITS

Tentative Agreement:

Section 11.01

The Town shall provide and pay for ~~thirty thousand dollars (\$30,000)~~ **fifty thousand dollars (\$50,000.00)** life insurance and accidental death and dismemberment insurance to all active employees to be on a twenty-four (24) hour basis.

The Town will provide to all eligible employees and their eligible dependents with the following health care coverage that includes the following cost services:

~~Medical: Anthem Blue Cross and Blue Shield Century Preferred (Preferred Provider Organization) or Blue Care (Health Maintenance Organization) or substantially equivalent plans. Specific provisions of the plans are provided in the booklets entitled "Town of Fairfield Century Preferred Summary Booklet" print date 2006 and "Town of Fairfield Bluecare Summary Booklet" print date 2006 by Anthem Blue Cross and Blue Shield.~~

~~Prescription drug: Systemed (Medco) or substantially equivalent plan. Specific provisions of the plan are provided in the handbook entitled "Town of Fairfield Your Prescription Drug Benefit Handbook" print date 2005 by Medco.~~

~~Dental: Guardian or substantially equivalent plan. Specific provisions of the plan are provided in the pamphlet entitled "Town of Fairfield.... (final draft released to Fairfield in March 2006) print date 2006 by Guardian.~~

~~Vision: Anthem Vision or substantially equivalent plan. Specific provisions of the plan are provided in the booklet entitled "Town of Fairfield Vision Summary Booklet" print date 2006 by Anthem Blue Cross and Blue Shield.~~

~~The health plans outlined above are the same plans that were agreed to by the Town of Fairfield and the union on June 17, 2004, Town of Fairfield 900185-100.~~

Effective as soon as practicable following ratification of this Agreement, in lieu of the Medical, Prescription Drug and Vision Insurance benefits set forth above, Medical, Prescription Drug and Vision Insurance as set forth below shall be in effect:

Benefit Description	
Deductible (ind/fam)	No-Charge <u>\$0</u>
Coinsurance	0%
Out-of-Pocket Maximum ⁽¹⁾	No-Charge <u>\$3K/\$6K/\$9K</u>
Lifetime Maximum	Unlimited
Office Visit Copays	
<u>Specialist Visit Co-pay</u>	
Hospital Copay	
Urgent Care Copay	
Emergency Room Copay	
Outpatient Surgery Copay	No-Charge <u>\$100</u>
Well Child Care	
Periodic, Routine Health Exam	
Routine Eye Exams	
Routine OB/Gyn Exam	
Mammography	No-Charge <u>\$0</u>
Hearing Screening	
Outpatient MH/SA	
Diagnostic Lab and X-Ray	No-Charge <u>\$0</u>
Allergy Services (<u>except PCP Visit</u>)	No-Charge <u>\$0</u>
Semi-Private Room	
Inpatient MH/SA	
Skilled Nursing Facility	

<u>Inpatient</u> Rehabilitative Services	No Charge <u>\$0</u>
Outpatient Surgery	No Charge <u>\$100</u>
Ambulance	No Charge <u>\$0</u>
Outpatient Rehabilitative Services	
Durable Medical Equipment	No Charge <u>\$0</u>
Retail Generic	
Retail Brand Formulary	
Retail Brand Non-Formulary	
Mail Order Generic	
Mail Order Brand Formulary	
Mail Order Brand Non-Formulary	
Rx Annual Maximum	Unlimited

(1) Out-of-Pocket maximum equals deductible plus coinsurance maximum

(2) assumes mandatory generic substitution;
30 day **supply** at retail and 90 day with mail order.

Out of Network Plan Changes

<u>Medical Benefits - Anthem</u>	
<u>Deductible (ind/fam)</u>	
<u>Out-of-Pocket Maximum</u>	
<u>Emergency Room Co-pay</u>	

Prescription drug option requires mandatory mail at two times retail for maintenance drugs.

Tentative Agreement:

Effective as soon as practicable following ratification of this Agreement, current employees shall contribute ~~eleven percent (11%)~~ **fourteen percent (14%)** of the

blended rate for the Town premium-equivalent costs. **Effective July 1, 2018, employees shall contribute fourteen and one half percent (14.5%) of the blended rate for the Town premium-equivalent costs. Effective July 1, 2019, employees shall contribute fifteen percent (15%) of the blended rate for the Town premium-equivalent costs.**

The term "blended rate" shall be defined as 1) the gross total Town of Fairfield Healthcare cost, including expected claims plus administrative fees, stop loss fees and network access fees for a given year as determined by the Town's health consulting firm; 2) divided by the number of Town employees receiving healthcare benefits from the Town-sponsored plan.

~~Employees hired following ratification of this Agreement shall contribute fourteen percent (14%) of premium-equivalent costs for the level of benefits elected (single, dual or family).~~

The Town shall have the option of determining the carrier to provide these benefits and these benefits shall be substantially equivalent as a result of any change in carriers. Should the Town desire to make changes in the plans, they agree to negotiate with the Union within the specified parameters.

Section 11.02 - Health Benefits

In lieu of accepting medical insurance for themselves and if applicable their family, employees will be eligible as noted below for prorated weekly payments:

- Currently enrolled employees who individually opt out of coverage for one full year will be paid \$2,000. ~~Enrolled employees and their enrolled spouse or child who opts out of coverage for one full year will be paid \$2250.~~
- Currently enrolled employees and their enrolled family who opt out of coverage for one full year will be paid \$2500.

The employee must notify Human Resources of their interest in participating in this program during the annual open enrollment period with the change effective July 1. To be considered, the employee must waive continued insurance coverage under the provisions of the COBRA. The benefit does not apply to members of a family where both are either active or retired employees of the Town.

Section 11.03 - Life Insurance for Retirees

The Town shall provide and pay for fifteen thousand dollars (\$15,000.00) of life insurance for each retiree.

Section 11.04

Current employees retiring following ratification of this Agreement (June 24, 2013) in accordance with the normal or disability provisions of the Town Employees' Retirement Plan and their eligible enrolled dependents at the time of retirement shall continue to be covered by the Health Benefit provisions as listed in this agreement as those benefits

may change from time to time for active employees. Employees hired on or before the date of ratification of this Agreement (June 24, 2013) shall contribute to the cost of post-employment medical benefits at the same percentage rate as they contributed to medical benefits at the time of their retirement. Employees hired after the date of ratification of this Agreement (June 24, 2013) shall contribute to the cost of post-employment medical benefits at the same percentage rate as active employees contribute to the cost of medical benefits, as those amounts may change from time to time. Such coverage shall be reduced to a Medicare Carve-Out for those covered upon reaching the age of 65. The cost of Medicare Part B shall be borne by the retiree.

Dependent retiree insurance coverage is only available to those who are dependents of the retiree at the time of his/her retirement and not anyone who may become a dependent of the retiree subsequent to the date of retirement.

Effective July 1, 2001, eligible dependents of deceased employees who retire under the Town of Fairfield Employees' Retirement System shall continue to be covered by the Health Benefit provisions as listed in Section 11.02 of this Article with no premium cost to the eligible dependent(s). Such coverage shall be changed to a Medicare Carve-Out upon reaching age 65. The cost of Medicare Part B shall be paid by the dependent. Coverage shall cease if the eligible dependent remarries or when the dependent dies.

Section 11.05 – Non-Occupational Disability

Employee disability will be paid according to the following schedule:

Length of Service	Disability Benefits
6 months to 1 year	1 working day at full pay for each month of service not to exceed 6 days
1 year to 5 years	10 working days at full pay
5 years to 10 years	15 working days at full pay
Over 10 years	20 working days at full pay
Employees are allowed ten (10) intermittent days per year due to non-occupational disability to be deducted from above listed benefit.	

Section 11.06

Any employee on paid sick leave shall not engage in any other employment during such period of time. If the employer believes that an employee is abusing sick leave provisions of this Contract, the department may, in writing, request to meet with the Union and the employee. Such request for meeting shall constitute a written warning in the progressive discipline procedure, unless the employer and the Union agree that abuse has not taken place. If the employee or the Union feel there should be further review, the employee or the Union may file a Notice of Grievance within five (5) working days of said meeting and such grievance shall be treated as Step 3 of the grievance procedure. If the employee or the Union feel there should be further review after the conclusion of Step 3 proceedings, the Union shall file a Notice of Intent in writing, with the Director of Human Resources, to submit the matter to binding arbitration. The Town and the Union shall agree upon one arbitrator to hear said matter and render a decision

in accordance with the rules and regulations of the State Board of Mediation and Arbitration pursuant to the Expedited Arbitration process.

Section 11.07

If an employee is not absent from work other than a work-related injury, death in the immediate family or scheduled vacation, for ninety (90) consecutive calendar days, said employee shall be entitled to a bonus equal to eight (8) hours at his regular rate of pay. Said payment shall be made to the employee two (2) weeks after the end of each fiscal quarter in which he earns said bonus.

Section 11.08

An employee's seniority date shall determine his length of service and eligibility benefits. Unused disability benefits will not accumulate from one fiscal year to another except as provided herein. The Town's fiscal year will be used to reestablish eligibility for disability benefits, however, if an employee is absent under the non-occupational sick leave on the date of the Town's new fiscal year, he shall continue to receive such benefits based on his length of service to which he was entitled at the onset of that current sick leave until such benefits are exhausted, and he shall not be entitled to additional non-occupational benefits until he has returned to active employment for a period of five (5) consecutive working days. Upon such return, he shall be reinstated for non-occupational benefits for that fiscal year in accordance with the provisions of this Article.

Tentative Agreement:

Section 11.09

Each employee who has unused disability benefits at the end of a fiscal year as provided for in this Article shall accumulate such unused disability benefits and carry over such unused benefits to the following fiscal year or years providing that he shall not accumulate more than ten (10) working days of such unused benefits during any one fiscal year, and further provided that he shall not accumulate a total of more than ~~sixty (60)~~ **seventy-five (75)** working days of such unused benefits. **Annually in June, the Town shall provide each employee with an accounting of their remaining accrued benefit time.**

Section 11.10

The Town shall not provide any payment for unused sick leave or unused accumulated sick leave upon termination of the employee for any cause.

- a. If an employee is absent because of non-occupational disability during his absence, while still drawing disability benefits, passes a seniority date which would entitle him to increase duration of benefits, such increase will apply to his current absence.
- b. Payment of disability benefits is dependent upon the employee producing evidence of disability satisfactory to his supervisor. It is the employee's responsibility to keep his supervisor informed as to his status. After more than

five (5) working days of absence, an employee must have a doctor's release to return to work, and he may be required to receive approval from the Town Physician.

- c. An employee whose benefits expire will be placed on leave of absence.

Section 11.11

The Employer shall continue to provide the opportunity to participate in long-term disability plan paid for in full by the employee. The Employer shall agree to a payroll deduction only.

Section 11.12

In the event of death of an eligible employee during any fiscal year, any unused disability benefits due the deceased employee will be come due and payable to his spouse or if there is no surviving spouse to the dependent children eighteen years of age or younger.

Section 11.13 – Occupational Disability

Employees absent due to occupational disability will receive disability benefits according to the following schedule:

Length of Service

3 months to 1 year

1 year up to 5 years

5 years up to 10 years

Over 10 years

Disability Benefits

2½ working days at full pay for each month of service

30 working days at full pay

60 working days at full pay

90 working days at full pay

- a. An employee's seniority date shall determine his length of service and eligibility for disability benefits.
- b. When eligibility for benefits for full pay is exhausted, payment will continue in accordance with State law.
- c. If an employee is absent because of occupational disability and during his absence, while still drawing full pay disability benefits, passes a seniority date which would entitle him to increased duration of benefits, such increase will apply to his current absence.
- d. Time absent due to occupational disability will be deducted from non-occupational disability benefits.
- e. A return to full time work for one full week with a doctor's certificate certifying as to recovery from the disability will re-establish eligibility for occupational disability benefits at full pay according to the above schedule.

Section 11.14

Effective upon ratification of this Agreement, the Town will provide workers' compensation benefits under the terms of the Connecticut State Workers' Compensation Act, provided that any employee who wishes to be paid his/her regular base wages for any day he/she is eligible to receive workers' compensation benefits shall be required to use one-quarter (1/4) of one (1) sick day, to the extent such days are available to such employee, in which the case the Town shall pay the employee his/her regular base wages for such day, subject to the maximum limits presently set forth in Section 11.13 based on length of service.

ARTICLE XII - RETIREMENT PLAN**Section 12.01**

The Town of Fairfield Employees' Retirement System, as approved by the Representative Town Meeting (RTM) of the Town, is a part of this Agreement.

Tentative Agreement:**Section 12.02**

Except as otherwise provided in Section 12.07 below, ~~all employees covered by this Agreement, regardless of age,~~ **hired prior to September 9, 2013** shall ~~become~~ **remain** members of the Town of Fairfield Employees' Retirement Plan. The definition for the highest salary (including base pay and longevity pay) shall be defined as the average highest salary earned over the period of two consecutive years divided by two paid to a member during their years of active employment. The annual benefit will be equal to 2.2% of the average salary multiplied by their number of credited years of service with the Town. Employees shall become eligible for normal retirement benefits at the age of fifty-nine and one-half (59 ½) or older with at least 10 years of service. Employees shall become eligible for "Early Retirement" benefits at the age of fifty-five (55) or older with at least fifteen (15) years of creditable service. The early retirement benefit will be determined by computing the benefit to which the employee would be entitled if the employee were fifty-nine and one-half (59 ½) and reducing that amount by 5/9 of 1% for each month the employee is younger than age 59 ½.

Section 12.03 - Military Buy-Back

Any employee who has had prior active duty service with the United States military shall be eligible to include said prior US military service as service for the purpose of calculating the pensions herein provided that:

- a. Existing employees shall have the right to purchase military service time equal to the amount of time served on active duty in the Armed Forces of the United States but limited to a maximum of four (4) years of such service by having such service time at the rate equal to five (5) percent of such employee's annual salary at the date of hire.

Tentative Agreement:

- b. Employees when hired ~~subsequent to the date of this Agreement~~ shall indicate their election to purchase such military time on or before the second anniversary date of their hire and must complete the payment of such credit on or before the tenth (10th) anniversary date of their hire.

Section 12.04 - Contribution Rate

The rate of employee contribution shall be four percent (4%) of the basic annual salary including longevity pay as set forth the Appendix A-B - Wages.

Section 12.05 - Cost of Living Adjustment

A review of the Consumer Price index (CPI) shall be done on an annual basis. The review will use index figures on a March over March basis payable the following July 1. Any increase in the Index during those future review periods shall be the percentage increase up to a maximum of three percent (3%) in any one year. To be eligible for a Cost of Living Adjustment an employee must have retired prior to April 1 of the previous year.

Section 12.06

All members of this bargaining unit will automatically participate in Section 414(h) Plan of the Internal Revenue Code allowing all employee retirement contributions to be made to the plan on a pre-tax basis.

Tentative Agreement:

Section 12.07

Notwithstanding the language set forth above in this Article, all employees hired on or after September 9, 2013 ~~the date of ratification of this Agreement~~ shall participate in a 401(a) type pension plan and shall have no eligibility to participate in the Town of Fairfield Employees' Retirement System referenced above. The employee shall be required to contribute at least four percent (4%) of base pay to the plan but may contribute up to the maximum allowed by law. The Town shall match the employee's contribution up to a maximum of five percent (5%) of base pay. The Town's contribution shall fully vest after the employee has been continuously employed for five (5) years.

In addition, the Town shall offer for such employees a long-term disability benefit for the permanent and total disability of employees hired following the date of ratification of this Agreement at the rate of fifty percent (50%) of base salary. This benefit will be provided through insurance.

ARTICLE XIII – LEAVES OF ABSENCE

Section 13.01

An employee requesting a leave of absence without pay may be granted the same at the direction of the Town upon reasonable cause being given. Such leave shall not

exceed ninety (90) days but may be extended in cases of emergency for up to an additional ninety (90) days. For all FMLA leaves of absence, medical benefits will be maintained for the employee and eligible dependents provided employee contributions are paid by the employee in the same manner as if the employee was actively working. Seniority will continue to accumulate during the leave to a maximum of thirty (30) days. An employee on a leave of absence will forfeit 1/12th of the vacation pay earned as of the following July 1st for each 30 calendar days of absence.

Section 13.02

A total of ten (10) days with pay per year will be granted to the person or persons who are a Union Official or duly elected delegate to attend Union Conventions or conduct other Union business. Partial days may be taken in two (2) hour increments.

Section 13.03 – Death in Family

An employee may, at his request, receive time off from the date of death through the date of funeral if a death occurs in his immediate family. He will receive his regular pay for regularly scheduled work days during that period to a maximum of four (4) days. Immediate family shall be defined as: wife, husband, father, mother, son, daughter, father-in-law, mother-in-law, brother, sister, grandmother, grandfather, grandchild, godchild, brother-in-law, sister-in-law, and relatives customarily living in the employee's immediate household. When a family of a deceased friend or neighbor requests an employee to serve as pallbearer, the employee will receive one day's pay.

Permission for time off with pay due to death of a relative outside of the immediate family shall be limited to one day.

Section 13.04

In the event of the death of an employee in the Department of Public Works, time off up to one day with pay shall be granted for an employee to act as pallbearer, if he is so requested by the deceased employee's family.

Section 13.05 – Jury Duty

If an employee is summoned for jury duty, the Town will pay the difference, if any, between his gross regular pay and the gross jury pay for each day of required absence. This practice is intended to cover only employees summoned to jury service. It is not intended to cover those employees who may volunteer for jury duty.

Section 13.06 - Military Training

If any member of the Military Reserve or National Guard is called for annual training, the Town will pay the difference, if any, between the employee's gross service pay and the gross regular pay for the period of their required absence up to a maximum of thirty (30) days. Such time shall not be charged to the employee's vacation.

ARTICLE XIV – GRIEVANCE PROCEDURE

Section 14.01

The purpose of this procedure is to provide an orderly method of adjusting grievances. Any employee having a problem concerning the interpretation or application of any provision, rule, or regulation covered by the Agreement shall seek adjustment in the step order listed below.

Section 14.02

Disciplinary action will normally be in accordance with the following procedure: For the first infraction an oral warning will be given; for the second infraction a written warning will be given to the employee; subsequent infractions may be cause for suspension or dismissal. In the case of suspension, the Town will give the Union a written explanation of the reasons within the same day, if practical; and in no event later than 24 hours after the suspension. In the event of discharge, there will first be a one week period of suspension at the end of which the Town may complete the discharge. With the exception of suspension preceding discharge, the Town may deviate from the normal procedure at its discretion to handle infractions which it deems to be unusual seriousness. If the Director of Public Works or the Superintendent of Public Works directs that an employee report to his office, the employee may request to have the Chief Steward present at said meeting if in the opinion of the employee said meeting may involve disciplinary action against the employee.

Tentative Agreement:

Section 14.03

No matter shall be subject of grievance unless taken up within ~~seven-(7)~~ **fourteen (14)** calendar days after its most recent occurrence.

Tentative Agreement:

Section 14.04

If the Town fails to meet with the Union or fails to render a decision within the time limit specified, a grievance shall automatically be moved to the next following step of the grievance procedure. Agreement provisions allegedly violated shall be specifically enumerated in the presentation of the grievance. The supervisors involved in action affecting employees of the bargaining unit shall be required to be present at all steps in the grievance procedure whenever practicable.

- a. Step One. The employee and his union steward shall present the problem with the employee's immediate supervisor in writing. The supervisor shall respond in writing. If the problem is not resolved within a period of time agreed upon by both the employee and the supervisor or in the absence of such an agreement within five (5) working days, the employee or the steward may initiate Step Two of this procedure.
- b. Step Two. If the employee and his union steward feel there should be further review, the facts pertaining to the problem shall be presented in writing to the Department Head by the Chief Union Steward within ten (10) working days of the

decision made in Step One. If no written notice is filed within ten (10) working days, the decision made in Step One will stand without being subject to further appeal. Upon receiving written notice of the problem, the Department Head will render a decision in writing within ten (10) working days.

- c. Step Three. If the employee and his union steward feel there should be further review, the facts pertaining to the problem shall be presented in writing to the Human Resource Director by the Chief Union Steward within ten (10) working days of the decision rendered in Step Two. If no written notice is filed within ten (10) working days, the decision made in Step Two will stand without being subject to further appeal. Within ten (10) working days the Human Resources Director shall meet with the Union's grievance committee to discuss the problem and shall render a decision in writing within five (5) working days after the meeting.

Tentative Agreement:

- d. Step Four - If the employee and the Union feel there should be further review, the Union shall submit a notice in writing to the Human Resources Director of their intent to submit the matter to ~~expedited~~ arbitration by the Connecticut State of Board of Mediation and Arbitration. If such notice is not filed within thirty (30) days of the decision rendered in Step Three, such decision will stand without being subject to further appeal; however, such period may be extended by mutual agreement of both parties. The findings of the arbitration shall be final and binding on both parties. ~~The parties shall mutually select a neutral arbitrator on the Connecticut State Board of Mediation and Arbitration approved list of arbitrators to serve as the neutral arbitrator.~~

Section 14.05

When practicable, the Town will provide suitable space for arbitration proceedings. When such space is not available, the cost of other suitable space will be borne equally by the Union and the Town.

Section 14.06

The Union will file and maintain a current list of stewards with the First Selectman and the Director of Human Resources.

Section 14.07

The employee may either represent himself or have the Union represent him in all steps of the grievance procedure. The Union President or any other Officer may be present in all steps of the Grievance.

Section 14.08

When it becomes necessary to process a grievance under the procedure outlined in this Article during the normal working hours, the Town will pay one representative designated by the Union for reasonable time spent necessary to present the grievance in Step One and Step Two. When a grievance is carried to Step Three and Step Four

under the grievance procedure, the Town will not pay more than two designated representatives for reasonable time spent necessary to present the grievance in these steps.

Section 14.09

The Town will not make any pay allowance to any member of the Union negotiations committee for time spent in negotiations for contract except, however, when such negotiations are scheduled by the Town during the normal work week hours; the Town agrees to pay those members in attendance their regular hourly rate for time spent in negotiations. The Union negotiations committee will not exceed five (5) members for meetings held during the normal work week hours.

ARTICLE XV – BULLETIN BOARD

Section 15.01

The Town will make bulletin boards available for the use of the Union for posting of notices. All postings are subject to approval of the First Selectman or his designated representative.

ARTICLE XVI – SAFETY AND HEALTH

Section 16.01

The Employer shall provide a safe and healthy workplace. Employees who do not observe safe work practices shall be subject to disciplinary action.

Section 16.02

Should an employee complain that his work requires him to be in unsafe or unhealthy situations in violation of accepted safety rules, the matter shall be discussed as soon as possible with the immediate supervisor of the employee. If the matter is not adjusted satisfactorily, a grievance may be processed in accordance with the grievance procedure of this Agreement. The Town reserves similar rights in instances where employees fail to conform with safety rules and regulations of the Town and Connecticut State OSHA Legislation.

Section 16.03

Helmets shall be furnished to employees on jobs wherever overhead hazards are possible. Foul weather gear and gloves shall be furnished whenever conditions warrant. Such protective work clothes as required, within a reasonable preference, shall be furnished by the Town to equipment operators, mechanics and maintenance men when needed for the job. First aid kits will be provided in all trucks. In addition, large vehicles will be provided with flares and fire extinguishers as needed. The Town will provide two (2) shirts per employee per year for non-uniformed employees.

Section 16.04

Safety Committee: The Town and the Union will each designate two employees to a joint safety committee which committee shall also include as the fifth member, the Risk

Manager of the Town. Said committee shall meet during the first two weeks of each fiscal quarter to resolve differences, recommend remedies, safety standards, and other safety programs. Recommendations by the committee shall be implemented by the Town within a reasonable time and as soon as fiscally practical.

Tentative Agreement:

Section 16.05

The Town will provide and pay a maximum of ~~one hundred dollars (\$100)~~ **one hundred fifty dollars (\$150.00)** for one (1) pair of safety shoes which shall be prescribed and worn at the direction of management with an original receipt for the purchase of such safety shoes.

Any employee, whose safety shoes are ruined, upon return of ruined shoes and original receipt for the purchase of additional such safety shoes, will receive an additional pair of safety shoes (maximum of two (2) pair per year).

Effective, July 1, 2007, the Town will provide a one hundred dollar stipend (\$100.) toward the cost of protective eyewear every three years when:

- a. the employee is required to wear protective eyewear 75% of his work week.
- b. the employee provides the Town with a statement from his physician that the individual requires protective eyewear other than the eyewear provided by the Town.
- c. a paid invoice for the protective eyewear is submitted to the Town by the employee.

Individuals who receive this stipend are responsible for the eyewear and will not receive an additional stipend until they meet all the above criteria.

Section 16.06

The Town may assign either one or two men to large trucks while performing snow and ice control operations. When one man is assigned to a large truck, he shall not be required to work more than twelve (12) consecutive hours, and he shall be allowed a ten (10) minute rest break in addition to normal breaks for meals every two hours. No employee shall be assigned as the single employee on a large truck unless said vehicle is radio equipped and contains equipment which allows for the use of the plowing and sanding mechanism controls which are accessible to the driver in the same manner as trucks already so equipped.

All employees assigned to snow removal operations and/or emergency operations, as determined by the activation of the State and/or Town's Office of Emergency Management and its Emergency Operations Center, outside their normal work hours shall be paid at twice their regular rate for said hours.

Section 16.07

The Town will clean all uniforms provided to employees who work at the Water Pollution Control Facility.

ARTICLE XVII – PRIOR PRACTICE**Section 17.01**

Nothing in the Agreement shall be construed as abridging any right, benefit, or privilege that employees or the Town have enjoyed heretofore unless such practice has been superseded by a provision of this Agreement.

Section 17.02

The Town will notify the Union as soon as it has made a determination that it will solicit bids to contract out work, except for work required as a result of an emergency, upon notification the parties agree:

- a. To discuss the impact on the Local and on the Town of subcontracting out work taking into consideration alternative methods of doing the work, relative costs of doing the work, and the time periods necessary to complete the work.
- b. The Town shall have the right to implement its decision to subcontract out said work and the Local reserves its rights under the Grievance Procedures, arbitration Procedures, and State Board of Labor Relations remedies.
- c. There shall be no layoff of existing bargaining unit personnel other than for just cause under the disciplinary procedures of this contract.

ARTICLE XVIII – NO STRIKE/NO LOCKOUT**Section 18.01**

During the life of this Agreement there shall be no strike, slowdown, suspension or stoppage of work in any part of the Town's operation by employees or employee, nor shall there be any lockout by the Town in any part of the Town's operation.

ARTICLE XIX - MERIT RATING PROVISION**Section 19.01**

With regard to wage increases with job classification pay grades covered by this Agreement as established by the Frank C. Brown Company and as subsequently modified by the Town and accepted as part of this Agreement as mentioned in Article VIII – Wages of this Agreement, the Town further agrees to the following:

The provision used to determine wage increases within job pay grade steps will not be required in Step 1, Step 4, Step 5, and Step 6 for the purpose of granting wage increases. A person who is eligible to receive Step 2 and/or Step 3 in any pay grade

must receive a favorable rating. Any employee with three (3) or more years in his/her existing position shall be deemed to have satisfied the requirements of the position and shall be placed at Step 3. It is clearly understood that such rating will be done in good faith and that no person will be subjected to an arbitrary or capricious rating. The Town shall continue to prepare merit ratings on employees in Steps 1, 4, 5, and 6 for the purpose of determining the status of the employees with regard to their continued employment.

ARTICLE XX - LONGEVITY

Section 20.01

Longevity steps shall be added to the pay grades of the classification plan for all positions in the Bargaining Unit. Employees with ten (10) years or more of service shall be eligible to receive the first longevity step. Employees with fifteen (15) years or more of service shall be eligible to receive the second longevity step. Employees with twenty (20) or more years of service shall be eligible to receive the third longevity step. The spread between the third longevity step and the second longevity step is three percent (3%). Effective July 1, 2002, the spread between the first longevity step and the second longevity step shall also be three percent (3%). Effective July 1, 2003, the spread between the highest merit step (Step 3) and the first longevity step shall also be three percent (3%).

ARTICLE XXI – JOB CLASSIFICATIONS & EVALUATIONS

Section 21.01

The pay structure applicable to job classifications and job description covered by this Agreement as established by the Frank C. Brown Company and as subsequently modified by the Town is accepted as part of this Agreement. New or revised positions will be evaluated or re-evaluated in its entirety using all job factors.

The Town will notify the Union of all such new or revised positions and make available the job factors used in its determination. The Town recognizes the right of the union to make requests for studies of job classifications when factors in the job content changes sufficiently to warrant such requests.

The Town will consider a new classification or a change to the existing classification if new equipment is introduced into a union members' existing job. If the change is substantial, the Town may negotiate a potential change in compensation.

The incumbent employee shall receive one year to meet the standards of the new position. Management will provide education, training and testing.

If at the end of one year the employee is not proficient in the altered position, the employee will return to his previous classification and a new applicant will be considered. Proficiency will be determined by management and outside testing or certifications when available.

Tentative Agreement: The Parties agree to discuss, upon request and during the term of this 2014 – 2020 CBA, the Union's proposal concerning the assignment to higher classifications being offered to the senior most qualified employee.

Effective October 1, 2007, any employee working above classification but in the same classification for the same section of the Public Works Department (Conservation, Golf, WPCA, Parks Highway, Building, Mechanics and Tree) for more than 120 out of the last 365 days shall move to that higher classification.

Section 21.02

When an employee is reclassified in accordance with the provisions of this Article and Agreement, the new step of the reclassified labor grade which is next above the step of the former classification as determined in Step 1 through Step 5 of these labor grades (exclusive of longevity steps) shall be the new step or wage in such reclassification.

ARTICLE XXII – PERSONAL LEAVE

Section 22.01

Any eligible employee in the bargaining unit shall be granted personal leave with pay at the request of the employee to attend to personal business, emergencies at home, but such leave shall not be limited to sickness, accident or maternity leave in his immediate family and shall not preclude other reasonable causes. Request for such leave must be made to the person in charge of each category as defined in Article I or in his absence to the Director of Human Resources, either of whom shall render a decision concerning the granting or denial of such "Paid" personal leave.

ARTICLE XXIII – LABOR-MANAGEMENT COMMITTEE

Section 23.01

The Town and the Union agree to form a Committee which shall be composed of one (1) employee from Conservation, Golf, Water Pollution Control Authority and Public Works (Parks, Highway, Building, Mechanics and Tree) and supervisors from the same areas selected by Management. The Committee shall also include the Director of Human Resources or designee.

Section 23.02

The Committee will meet at least once in each calendar quarter to receive suggestions on ways to improve the public image of all categories. Such suggestions shall include, but shall not be limited to, ways and means of improving appearance, productivity, coordination of activities and assignments, public relations activities and such other areas as will foster pride by the employees in their work and pride and respect in the employer for the work being done.

ARTICLE XXIV – NON-DISCRIMINATION CLAUSE

Section 24.01

The Town acknowledges that it is an equal opportunity employer, and the Town and the Union agree that there shall be no discrimination against any person or groups of persons on the grounds of race, color, religion, creed, age, sex, marital status, national origin, disability, or veteran status.

ARTICLE XXV - EFFECTIVE DATE AND DURATION

Section 25.01

This Agreement shall remain in full force and effect for a period from July 1, 2010 2014, through June 30, 2014 2020, as required by MERA as it applies to all items in this Agreement unless otherwise stated within the body of this Agreement. Negotiation for an Agreement to succeed this Agreement shall be in accordance with the applicable state law.

IN WITNESS WHEREOF, this Agreement is executed this _____ day of
2013~~2018~~.

Town of Fairfield

**United Public Services Employees
Union, Unit #454**

Michael C. Tetreau
First Selectman
Date

~~Paul P. Kusheba, Jr.~~ **Ed Singleton**
President
Date

~~Mary Carroll-Mirylees~~
Emmet P. Hibson, Jr.
Date

Kevin E. ~~Boyle~~ **Boyle**
President UPSEU
Date

Craig L. Manemeit, Esq.
UPSEU In House Counsel
Date

Union Negotiation Member
Date

Union Negotiation Member
Date

Union Negotiation Member
Date

Ratification by RTM date: _____

**APPENDIX A
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2010, to June 30, 2011 (0%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	18.38	18.83	19.30	19.87	20.26	20.78
H-07	19.64	20.14	20.62	21.15	21.68	22.22
H-08	22.07	22.68	23.35	24.04	24.76	25.50
H-09	22.64	23.15	23.90	24.61	25.35	26.11
H-10	23.13	23.74	24.48	25.22	25.98	26.76
H-11	23.68	24.37	25.06	25.80	26.57	27.38
H-12	24.17	24.91	25.63	26.40	27.19	28.01
H-13	24.81	25.52	26.29	27.07	27.88	28.72
H-14	25.07	26.13	26.91	27.72	28.56	29.42
H-15	26.10	26.80	27.69	28.53	29.39	30.27
H-16	26.68	27.48	28.37	29.22	30.10	31.00
H-17	27.40	28.30	29.02	29.89	30.79	31.69
H-18	28.15	29.15	29.78	30.67	31.59	32.54

~~*10 Year Longevity~~

~~**15 Year Longevity~~

~~***20 Year Longevity~~

Effective July 1, 2010, there shall be a wage freeze for all rates (and as a result the 2009-2010 wage rates shall remain in effect during 2010-2011), but steps shall be awarded. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

LENGTH OF CONTINUOUS SERVICE		PAYMENT AMOUNT
5 years to 9 years		\$400.00
10 years to 14 years		\$600.00
15 years to 19 years		\$800.00
20 years or more		\$1,000.00

Employees will receive, with the first payroll check in December in accordance with the above listed schedule.

**APPENDIX A
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2014 to June 30, 2015 (2.00%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	19.96	20.43	20.94	21.57	22.00	22.56
H-07	21.31	21.85	22.38	22.95	23.53	24.12
H-08	23.94	24.61	25.35	26.09	26.87	27.68
H-09	24.57	25.12	25.94	26.71	27.51	28.34
H-10	25.10	25.76	26.56	27.36	28.20	29.04
H-11	25.69	26.45	27.20	28.00	28.84	29.72
H-12	26.23	27.04	27.81	28.65	29.50	30.39
H-13	26.92	27.70	28.53	29.38	30.26	31.17
H-14	27.21	28.36	29.21	30.08	30.99	31.93
H-15	28.33	29.08	30.05	30.96	31.90	32.85
H-16	28.95	29.82	30.79	31.71	32.66	33.64
H-17	29.74	30.72	31.49	32.44	33.42	34.39
H-18	30.55	31.62	32.32	33.28	34.29	35.30

***10 Year Longevity**

****15 Year Longevity**

*****20 Year Longevity**

Effective July 1, 2014, all rates shall be increased by two percent (2%) over the rates in effect on Jun 30, 2014. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

In addition, employees will receive, in the first payroll in December, in accordance with the schedule listed below.

<u>LENGTH OF CONTINUOUS SERVICE</u>	<u>PAYMENT AMOUNT</u>
<u>5 years to 9 years</u>	<u>\$400.00</u>
<u>10 years to 14 years</u>	<u>\$600.00</u>
<u>15 years to 19 years</u>	<u>\$800.00</u>
<u>20 years or more</u>	<u>\$1,000.00</u>

**APPENDIX B
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2011, to June 30, 2012

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	18.75	19.21	19.69	20.27	20.67	21.20
H-07	20.03	20.54	21.03	21.57	22.11	22.66
H-08	22.51	23.13	23.82	24.52	25.26	26.01
H-09	23.09	23.61	24.38	25.10	25.86	26.63
H-10	23.59	24.21	24.97	25.72	26.50	27.30
H-11	24.15	24.86	25.56	26.32	27.10	27.93
H-12	24.65	25.41	26.14	26.93	27.73	28.57
H-13	25.31	26.03	26.82	27.61	28.44	29.29
H-14	25.57	26.65	27.45	28.27	29.13	30.01
H-15	26.62	27.34	28.24	29.10	29.98	30.88
H-16	27.21	28.03	28.94	29.80	30.70	31.62
H-17	27.95	28.87	29.60	30.49	31.41	32.32
H-18	28.71	29.73	30.38	31.28	32.22	33.18

~~*10 Year Longevity~~

~~**15 Year Longevity~~

~~***20 Year Longevity~~

Effective retroactive July 1, 2011, all rates shall be increased by two percent (2%) over the rates in effect on June 30, 2011. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

LENGTH OF CONTINUOUS SERVICE		PAYMENT AMOUNT
5 years to 9 years		\$400.00
10 years to 14 years		\$600.00
15 years to 19 years		\$800.00
20 years or more		\$1,000.00

Employees will receive, with the first payroll check in December in accordance with the above listed schedule.

**APPENDIX B
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2015 to June 30, 2016 (2.00%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	20.36	20.84	21.36	22.00	22.44	23.01
H-07	21.74	22.29	22.83	23.41	24.00	24.60
H-08	24.42	25.10	25.86	26.61	27.41	28.23
H-09	25.06	25.62	26.46	27.24	28.06	28.91
H-10	25.60	26.28	27.09	27.91	28.76	29.62
H-11	26.20	26.98	27.74	28.56	29.42	30.31
H-12	26.75	27.58	28.37	29.22	30.09	31.00
H-13	27.46	28.25	29.10	29.97	30.87	31.79
H-14	27.75	28.93	29.79	30.68	31.61	32.57
H-15	28.90	29.66	30.65	31.58	32.54	33.51
H-16	29.53	30.42	31.41	32.34	33.31	34.31
H-17	30.33	31.33	32.12	33.09	34.09	35.08
H-18	31.16	32.25	32.97	33.95	34.98	36.01

*10 Year Longevity

**15 Year Longevity

***20 Year Longevity

Effective July 1, 2015, all rates shall be increased by two percent (2%) over the rates in effect on Jun 30, 2015. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

In addition, employees will receive, in the first payroll in December, in accordance with the schedule listed below.

<u>LENGTH OF CONTINUOUS SERVICE</u>	<u>PAYMENT AMOUNT</u>
<u>5 years to 9 years</u>	<u>\$400.00</u>
<u>10 years to 14 years</u>	<u>\$600.00</u>
<u>15 years to 19 years</u>	<u>\$800.00</u>
<u>20 years or more</u>	<u>\$1,000.00</u>

APPENDIX C
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT

July 1, 2012, to June 30, 2013 (0%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	19.22	19.69	20.18	20.78	21.19	21.73
H-07	20.53	21.05	21.56	22.11	22.66	23.23
H-08	23.07	23.71	24.42	25.13	25.89	26.66
H-09	23.67	24.20	24.99	25.73	26.51	27.30
H-10	24.18	24.82	25.59	26.36	27.16	27.98
H-11	24.75	25.48	26.20	26.98	27.78	28.63
H-12	25.27	26.05	26.79	27.60	28.42	29.28
H-13	25.94	26.68	27.49	28.30	29.15	30.02
H-14	26.21	27.32	28.14	28.98	29.86	30.76
H-15	27.29	28.02	28.95	29.83	30.73	31.65
H-16	27.89	28.73	29.66	30.55	31.47	32.41
H-17	28.65	29.59	30.34	31.25	32.20	33.13
H-18	29.43	30.47	31.14	32.06	33.03	34.01

*10 Year Longevity

**15 Year Longevity

***20 Year Longevity

Effective July 1, 2012, all rates shall be increased by two and one half percent (2.5%) over the rates in effect on June 30, 2012. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

LENGTH OF CONTINUOUS SERVICE		PAYMENT AMOUNT
5 years to 9 years		\$400.00
10 years to 14 years		\$600.00
15 years to 19 years		\$800.00
20 years or more		\$1,000.00

Employees will receive, with the first payroll check in December in accordance with the above listed schedule.

**APPENDIX C
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2016 to June 30, 2017 (2.00%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>		<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	20.77	21.26	21.79	22.44	22.89	23.47	
H-07	22.17	22.73	23.28	23.88	24.48	25.09	
H-08	24.91	25.60	26.37	27.14	27.96	28.80	
H-09	25.56	26.13	26.99	27.79	28.62	29.48	
H-10	26.11	26.80	27.63	28.47	29.34	30.21	
H-11	26.73	27.52	28.30	29.13	30.01	30.92	
H-12	27.29	28.13	28.93	29.81	30.69	31.62	
H-13	28.01	28.82	29.68	30.57	31.48	32.43	
H-14	28.31	29.51	30.39	31.30	32.24	33.22	
H-15	29.47	30.25	31.26	32.21	33.19	34.18	
H-16	30.12	31.02	32.03	32.99	33.98	35.00	
H-17	30.94	31.96	32.76	33.75	34.77	35.78	
H-18	31.78	32.90	33.63	34.62	35.68	36.73	

***10 Year Longevity**

****15 Year Longevity**

*****20 Year Longevity**

Effective July 1, 2016, all rates shall be increased by two percent (2%) over the rates in effect on Jun 30, 2016. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

In addition, employees will receive, in the first payroll in December, in accordance with the schedule listed below.

<u>LENGTH OF CONTINUOUS SERVICE</u>	<u>PAYMENT AMOUNT</u>
<u>5 years to 9 years</u>	<u>\$400.00</u>
<u>10 years to 14 years</u>	<u>\$600.00</u>
<u>15 years to 19 years</u>	<u>\$800.00</u>
<u>20 years or more</u>	<u>\$1,000.00</u>

**APPENDIX D
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2013, to June 30, 2014

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	19.56	20.03	20.53	21.14	21.56	22.11
H-07	20.89	21.42	21.94	22.50	23.06	23.64
H-08	23.47	24.12	24.85	25.57	26.34	27.13
H-09	24.08	24.62	25.43	26.18	26.97	27.78
H-10	24.60	25.25	26.04	26.82	27.64	28.47
H-11	25.18	25.93	26.66	27.45	28.27	29.13
H-12	25.71	26.51	27.26	28.08	28.92	29.79
H-13	26.39	27.15	27.97	28.80	29.66	30.55
H-14	26.67	27.80	28.63	29.49	30.38	31.30
H-15	27.77	28.51	29.46	30.35	31.27	32.20
H-16	28.38	29.23	30.18	31.08	32.02	32.98
H-17	29.15	30.11	30.87	31.80	32.76	33.71
H-18	29.95	31.00	31.68	32.62	33.61	34.60

~~*10 Year Longevity~~

~~**15 Year Longevity~~

~~***20 Year Longevity~~

Effective July 1, 2013, all rates shall be increased by one and three quarters percent (1.75%) over the rates in effect on June 30, 2013. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

LENGTH OF CONTINUOUS SERVICE	PAYMENT AMOUNT
5 years to 9 years	\$400.00
10 years to 14 years	\$600.00
15 years to 19 years	\$800.00
20 years or more	\$1,000.00

Employees will receive, with the first payroll check in December in accordance with the above-listed schedule.

**APPENDIX D
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2017 to June 30, 2018 (2.00%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	21.18	21.68	22.22	22.89	23.35	23.94
H-07	22.61	23.19	23.75	24.35	24.97	25.60
H-08	25.41	26.12	26.90	27.69	28.51	29.37
H-09	26.07	26.66	27.53	28.34	29.19	30.07
H-10	26.64	27.34	28.19	29.03	29.93	30.82
H-11	27.26	28.07	28.86	29.71	30.61	31.54
H-12	27.84	28.70	29.51	30.40	31.31	32.25
H-13	28.57	29.40	30.28	31.18	32.11	33.08
H-14	28.88	30.10	31.00	31.92	32.89	33.88
H-15	30.06	30.86	31.89	32.85	33.85	34.86
H-16	30.72	31.65	32.67	33.65	34.66	35.70
H-17	31.56	32.60	33.42	34.43	35.47	36.49
H-18	32.42	33.56	34.30	35.32	36.39	37.46

*10 Year Longevity

**15 Year Longevity

***20 Year Longevity

Effective July 1, 2017, all rates shall be increased by two percent (2%) over the rates in effect on Jun 30, 2017. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

In addition, employees will receive, in the first payroll in December, in accordance with the schedule listed below.

<u>LENGTH OF CONTINUOUS SERVICE</u>	<u>PAYMENT AMOUNT</u>
<u>5 years to 9 years</u>	<u>\$400.00</u>
<u>10 years to 14 years</u>	<u>\$600.00</u>
<u>15 years to 19 years</u>	<u>\$800.00</u>
<u>20 years or more</u>	<u>\$1,000.00</u>

**APPENDIX E
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2018 to June 30, 2019 (2.00%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>		<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	21.61	22.11	22.67	23.35	23.81	24.42	
H-07	23.07	23.65	24.23	24.84	25.47	26.11	
H-08	25.91	26.64	27.44	28.24	29.08	29.96	
H-09	26.60	27.19	28.08	28.91	29.78	30.68	
H-10	27.17	27.88	28.76	29.62	30.52	31.43	
H-11	27.81	28.63	29.44	30.31	31.22	32.17	
H-12	28.39	29.27	30.10	31.01	31.93	32.90	
H-13	29.14	29.98	30.89	31.80	32.75	33.74	
H-14	29.45	30.70	31.62	32.56	33.54	34.56	
H-15	30.67	31.48	32.53	33.51	34.53	35.56	
H-16	31.34	32.28	33.33	34.32	35.35	36.41	
H-17	32.19	33.25	34.09	35.11	36.17	37.22	
H-18	33.07	34.23	34.99	36.02	37.12	38.21	

*10 Year Longevity

**15 Year Longevity

***20 Year Longevity

Effective July 1, 2018, all rates shall be increased by two percent (2%) over the rates in effect on Jun 30, 2018. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

In addition, employees will receive, in the first payroll in December, in accordance with the schedule listed below.

<u>LENGTH OF CONTINUOUS SERVICE</u>	<u>PAYMENT AMOUNT</u>
<u>5 years to 9 years</u>	<u>\$400.00</u>
<u>10 years to 14 years</u>	<u>\$600.00</u>
<u>15 years to 19 years</u>	<u>\$800.00</u>
<u>20 years or more</u>	<u>\$1,000.00</u>

**APPENDIX F
HOURLY RATE SCALE
PUBLIC WORKS BARGAINING UNIT**

July 1, 2019 to June 30, 2020 (2.00%)

<u>Grade</u>	<u>1</u>	<u>2</u>	<u>3</u>		<u>4*</u>	<u>5**</u>	<u>6***</u>
H-06	22.04	22.56	23.13	23.81	24.29	24.91	
H-07	23.53	24.12	24.72	25.34	25.98	26.63	
H-08	26.43	27.17	27.99	28.81	29.67	30.56	
H-09	27.13	27.73	28.65	29.49	30.37	31.29	
H-10	27.71	28.44	29.34	30.22	31.14	32.06	
H-11	28.36	29.20	30.03	30.92	31.84	32.81	
H-12	28.96	29.85	30.71	31.63	32.57	33.55	
H-13	29.72	30.58	31.51	32.44	33.41	34.41	
H-14	30.04	31.31	32.26	33.22	34.22	35.25	
H-15	31.28	32.11	33.18	34.18	35.22	36.27	
H-16	31.96	32.92	34.00	35.01	36.06	37.14	
H-17	32.84	33.92	34.78	35.82	36.90	37.97	
H-18	33.73	34.91	35.69	36.74	37.86	38.97	

***10 Year Longevity**

****15 Year Longevity**

*****20 Year Longevity**

Effective July 1, 2019, all rates shall be increased by two percent (2%) over the rates in effect on Jun 30, 2019. In the event that there is a conflict between the hourly rates shown in the schedule and the percentage increase set forth in the paragraph above, the percentage rate shall prevail.

In addition, employees will receive, in the first payroll in December, in accordance with the schedule listed below.

<u>LENGTH OF CONTINUOUS SERVICE</u>	<u>PAYMENT AMOUNT</u>
<u>5 years to 9 years</u>	<u>\$400.00</u>
<u>10 years to 14 years</u>	<u>\$600.00</u>
<u>15 years to 19 years</u>	<u>\$800.00</u>
<u>20 years or more</u>	<u>\$1,000.00</u>

APPENDIX E G
2010-2014
TOWN OF FAIRFIELD CLASSIFICATION PLAN
OF PUBLIC WORKS POSITIONS

GRADE	JOB CLASSIFICATION
H-06	Laborer I
H-07	Laborer II
H-08	Laborer III Wastewater Laborer III Greenskeeper Trainee Conservation Crewman Trainee
H-09	Maintenance Repairman I Automotive Serviceman
H-10	Laborer IV Wastewater Laborer IV Assistant Greenskeeper Conservation Crewman I
H-12	Mechanic I Auto Equipment Operator I Wastewater Laboratory Assistant Maintenance Repairman II Wastewater Repairman II Conservation Crewman II Lab Assistant
H-13	Auto Equipment Operator II Greenskeeper Wastewater Maintenance Mechanic I
H-14	Maintenance Repairman III Auto. Equipment Operator III Mechanic II Wastewater Maintenance Repairman III
H-15	Foreman I Mechanic III Auto. Equipment Operator IV Maintenance Repairman IV Wastewater Plant Operator Conservation Crew Chief
H-16	Foreman II

	Plumber/Welder
	Wastewater Maintenance Repairman IV
	Mechanic IV
H-17	Foreman III
	Chief Mechanic
	Master Mechanic-Police
H-18	Foreman IV
	Wastewater Operations Foreman
	Wastewater Electrical/Instrument Technician
	Wastewater Collections System Foreman

**Employee Service Report
Town of Fairfield
Fairfield, Connecticut 06430**

Employee: _____ Date: _____

Department: _____ Classification: _____

Period of Review: _____ to _____

Purpose: To improve Town service and employee job satisfaction through review of the employee's performance and accomplishments on assigned responsibilities, plans and objectives.

This Employee Service Report is to be made annually on each employee. To obtain valid results, deliberate and thorough consideration of each rating factor is necessary. You are asked to use your own independent judgment. Circle the appropriate rating per the following:

Definition of Rating Factors

1. **Needs Improvement** - Results are less than normally expected and below the requirements of the position. Requires more frequent and closer supervision. Employee performance requires considerable improvement.
2. **Below Average** - Performance falls below the level expected for the position. Requires additional effort, instruction, and supervision. Requires improvement in interpersonal skills.
3. **Satisfactory** - Performance which is satisfactory and consistent with job requirements. Assignments are accomplished with minimal supervision and direction. Performance level is as expected of a fully qualified and experienced employee in the position.
4. **Above Average** - Performance consistently exceeds that which the job requires.
5. **Outstanding** - Ranks with the very best.

SINCE THIS FORM SHOULD BE USED TO FACILITATE COMMUNICATION IT IS IMPORTANT THAT COMMENTS ARE USED TO IDENTIFY AN EMPLOYEE'S STRENGTHS AND WEAKNESSES. The employee will receive the form when the manager does. This will also help to identify the types of training needed for improvement or for professional development. Both parties should have the form filled out at the actual review. An employee must first go to their department manager if an evaluation is not given three weeks from the annual review. If no response is given then employee should go to the Human Resources Department.

Work Ethics

Promptness in reporting for work	1	2	3	4	5
Dresses appropriately for the job	1	2	3	4	5
Starts work promptly	1	2	3	4	5
Uses time responsibly	1	2	3	4	5
Absenteeism	1	2	3	4	5

Comments: _____

Interpersonal Skills

Ability to work with others	1	2	3	4	5
Ability to work for others	1	2	3	4	5
Ability to accept feedback	1	2	3	4	5
Deals with the public appropriately	1	2	3	4	5
Able to Effectively Communicate	1	2	3	4	5

Comments:

Performance

Knowledge of work	1	2	3	4	5
Ability to understand directions	1	2	3	4	5
Shows ingenuity - creative problem solving	1	2	3	4	5
Volume of work	1	2	3	4	5
Quality of work	1	2	3	4	5
Ability to meet specific job assignments	1	2	3	4	5

Comments:

Attitude

Initiative; seeks additional tasks	1	2	3	4	5
Shows interest & enthusiasm	1	2	3	4	5
Projects a positive influence	1	2	3	4	5
Team Player	1	2	3	4	5

Comments:

Supervisory Skills & Characteristics

Number of people supervised _____

Type (level) of supervision _____

Quality of supervision	1	2	3	4	5
Accomplishment of Dept. Goals & Objectives	1	2	3	4	5
Ability to motivate employees	1	2	3	4	5
Ability to delegate/assign work	1	2	3	4	5

Comments: _____

Overall Rating of the Employee

1. Needs Improvement
2. Below Average
3. Satisfactory
4. Above Average
5. Outstanding

Comments: _____

Do you recommend that this employee be given a step increase? (Check one)

Yes _____ No _____ Employee at top of range _____

Goals:

A. List three most important goals and objectives and time frame to accomplish these:

1.

2.

3.

B. Significant accomplishments and contributions:

C. Areas requiring improvement:

I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement.

Date: _____ Signed: _____
Employee

Date: _____ Signed: _____
Reviewer

Date: _____ Signed: _____
Department Head

Employee Comments:

An Ordinance Concerning the Safe Discharge of Firearms within the Town of Fairfield

Section 1: Purpose.

The purpose of this chapter is to regulate the discharge of Firearms in the Town of Fairfield in furtherance of the protection of public peace and safety.

Section 2: Definitions.

- A. The term “Firearm” shall have the same definition as in the Connecticut Penal Code, Conn. Gen. Stat. § 53a-3(19), as the same may from time to time be amended.
- B. The term “Peace Officer” shall have the same definition as in the Connecticut Penal Code, Conn. Gen. Stat. § 53a-3(9), as the same may from time to time be amended.

Section 3: Discharge of a Firearm in Town.

- A. It shall be unlawful for any person to discharge any Firearm in the Town on public or private property, except as follows:
 - 1) By the following persons in the performance of their official or ceremonial duties: a) Peace Officers; or b) members of the armed forces of the United States or of the State of Connecticut; or c) authorized or licensed security personnel.
 - 2) By any person acting to defend himself or herself or a third person from physical force, solely in a manner consistent with all federal, state, and local laws.
 - 3) By any person responding to wildlife threatening human safety, solely in a manner consistent with all federal, state, and local laws.
 - 4) On any ranges authorized in writing by the Chief of Police of the Town for the discharge of Firearms. Such written authorization must be received on an annual basis, and all such ranges shall be inspected by the Chief of Police, or his or her designee, prior to any such written authorizing being provided.
 - 5) By any person hunting who is legally authorized to hunt under the provisions of the Connecticut General Statutes and any regulations issued thereunder, in such places and such manner as is authorized under such statutes and regulations, including open space land of the Town subject to the regulations of the Conservation Commission of the Town; provided, however, hunting is strictly prohibited on any other land owned or leased by the Town, including, but not limited to, public beaches or parks.

Section 4: Written Notification Requirement.

Before any Firearm is discharged on a person's property as authorized by Section 3(A)(5) herein, the owner of the property shall provide annual written notice to all abutting property owners which shall state: i) the person's address; and ii) that the person intends hunt, or to allow hunting by third parties, on his or her property consistent with this chapter.

Section 5: Penalties for Offenses.

Each and every discharge of any Firearm in violation of this chapter shall constitute an offense and be punishable by a fine of \$250 per offense.

Section 6: State Law.

This chapter shall not supersede any provision of State law, including, but not limited to, any State criminal law or State law regulating hunting.

Section 7: Effective Date.

This chapter shall become effective 30 days after its passage by the Representative Town Meeting.

MEMORANDUM

TO: PHIL PIRES, RTM MODERATOR
BETSY BROWNE, RTM CLERK

FROM: PAMELA IACONO, RTM MINORITY LEADER

SUBJECT: PROPOSED AMENDMENT TO THE SAFE DISCHARGE OF FIREARMS
ORDINANCE

DATE: JUNE 11, 2018

CC: NANCY LEFKOWITZ, RTM-1
KEITH VARIAN, RTM-1

Mr. Moderator and Madame Clerk,

Please share the following information with the full RTM as part of the back-up materials for the JUNE RTM meeting:

Representatives Varian and Lefkowitz plan to jointly propose the following amendment to the Safe Discharge of Firearms Ordinance.

FROM:

5) By any person hunting who is legally authorized to hunt under the provisions of the Connecticut General Statutes and any regulations issued thereunder, in such places and such manner as is authorized under such statutes and regulations, including open space land of the Town subject to the regulations of the Conservation Commission of the Town; provided, however, hunting is strictly prohibited on any other land owned or leased by the Town, including, but not limited to, public beaches or parks.

TO:

5) By any person hunting who is legally authorized to hunt under the provisions of the Connecticut General Statutes or by local ordinance and any regulations issued thereunder in such places and such manner as is authorized under such statutes, ordinances and regulations.

**TOWN OF FAIRFIELD
DEPARTMENT OF HUMAN RESOURCES
INTERNAL MEMORANDUM**

From: Emmet P. Hibson, Jr.



To: RTM

Date: June 13, 2018

Re: DPW Contract

This memo is in support of my submission of the Tentative Agreement that was reached between the Town and the United Public Service Employees Union, Unit 454 ("Public Works" or "DPW").

Background:

The Public Works union represents all laborers, equipment operators, mechanics, maintenance repairman, wastewater operators, and conservation crewman in Public Works, Conservation, and the WPCF.

Number of Members	Total Current Base	Total Pension Cost	Total Combined Health Care
86 budgeted	4,289,211	545,545	2,149,058

The current collective bargaining agreement has effective dates of July 1, 2010 – June 30, 2014 and, per Connecticut General Statutes, remains in effect until a successor agreement is reached.

Terms of the Agreement:

Duration:

The agreement is a six-year agreement: July 1, 2014 – June 30, 2020

Language Changes effective upon ratification:

Article I, Section 1.01 – Add language to clarify that clarifies who DPW represents in Conservation, DPW, and the WPCF.

Article I, Section 1.01 – Add language to clarify that clarifies who DPW represents in Conservation, DPW, and the WPCF.

Article IV, Section 4.04 – language clean up as it relates to benefit eligibility for probationary employees.

Article V, Section 5.01 – Seniority starts at the completion of the six-month probationary period. If management decides to extend the probationary period for six months and employees seniority will not be affected should the employee become a permanent employee.

Article VI, Section 6.01 – The Town shall provide notice of vacancies in bargaining unit positions to the Union President.

Article VII, Sections 7.02 & 7.16 – Eliminate language of a compressed work week (4 days per week, 9 hours per day).

Article VII, Sections 7.17 – Renumber to 7.16 and reduce the number of days that an employee is precluded from working overtime from 6 to 3 for employees who have been out of work.

Article XI, Section 11.09 – Each June the Human Resources Department shall provide employees with an accounting of their accrued time.

Article XII, Section 12.02 – Clean up language indicating that the Defined Benefit pension plan is only for employees hired prior to September 9, 2013.

Article XII, Section 12.03 – Essentially eliminate the military buyback provision for any member in the defined benefit plan that has not already opted to buy the time.

Article XII, Section 12.07 – Make clear that employees hired on or after September 9, 2013 are members of the Defined Contribution plan.

Article XIV, Section 14.03 – Extend the time to file a grievance from seven (7) to fourteen (14) calendar days.

Article XIV, Section 14.04 – clarify that filings to a Department mean filing to a Department Head and eliminate the provision providing for expedited arbitration.

Article XVI, Section 16.05 – Increase the shoe allowance from \$100 to \$150.

Article XXI, Section 21.01 – The parties agree to meet to discuss assignments to higher classifications to senior most qualified employee.

Wages (retroactive):

2014-2015 2.00%

2015-2016 2.00%

2016-2017 2.00%

2017-2018 2.00%

2018-2019 2.00%

2019-2020 2.00%

Attached are several exhibits, including the list of positions with the current labor grade associated with that position and the current minimum and maximum salary and the minimum and maximum salary for the fiscal year starting on July 1, 2018. In addition, I have attached the wage scale for each year of the contract. This attachment is a mirror of the attachments that will be inserted into the collective bargaining agreement.

STEPS:

It should be noted that the DPW union contract has 6 steps. The first three steps are annuity steps paid for the first three years of employment. Steps 4 – 6 are considered longevity steps and are paid at the completion of 10, 15, and 20 years respectively. The step profile of this bargaining unit is as follows:

Current Step	# EES
1	6
2	1
3	25
4	11
5	9
6	21

CCM CONTRACT INFORMATION:

As it relates to wages, from a percentage basis, CCM provides its members with a monthly data collection of all contracts negotiated under MERA in Connecticut. By way of background, as it pertains to municipal employees, there are two statutory bargaining schemes: MERA (Municipal Employee Relations Act), and TNA (Teachers Negotiations Act). MERA applies to both general government and non-certified board of education employees and the TNA applies to certified board of education employees (usually broken into two bargaining groups: teachers and administrators).

To keep up with trend, I maintain a membership in ConnPELRA (Connecticut Public Employee Relations Association) an association of municipal labor negotiators (of which CCM maintains a membership) that meet to discuss trends in wages, health care, and pension issues.

Each municipality is required to submit a summary of its financial terms to the Connecticut State Board of Mediation and Arbitration for each finalized contract and CCM collects those summaries and gathers data so that member municipalities can use to help it negotiate terms.

The following represents the contracts that have been resolved through *negotiations*:

	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19
Average	2.05%	2.27%	2.33%	2.32%	2.31%	2.30%	2.38%
Mode	2.00%	2.00%	2.00%	2.50%	2.50%	2.50%	No Mode
#	286	252	208	128	87	50	21

The following represents the contracts that have resolved through *arbitrations*:

	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18
Average	1.85%	1.99%	2.2%	2.31%	2.52%	2.33%
#	20	21	21	26	8	4

Actual wage freezes:

	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19
Negotiated	26	14	1	1	0	0	0
Arbitration	3	2	0	0	0	0	0

Insurance Changes:

Increase co pays for the PPO (plan SPD is attached) resulting in plan design savings of 4.1%.

Increase employee premium cost share for health care:

Current	11% (243,803)
2018 – 2019	14.5% (297,113)
2019 – 2020	15%

Life Insurance:

Increase benefit from \$30,000 to \$50,000.

OPEB:

All DPW bargaining unit currently pay for retiree health benefits. Employees hired prior to July 1, 2013 pay the same percentage rate as at the time of retirement. Employees hired after July 1, 2013 pay the same as active. Most retirees' benefits change consistent with the active employees. By changing the plan design and increasing cost shares the Town was able to realize savings on current retirees and future retirees.

Grade	Positions
H-06	Laborer I
H-07	Laborer II
H-08	Laborer III
	Wastewater Laborer III
	Greenskeeper Trainee
	Conservation Crewman Trainee
H-09	Maintenance Repairman I
	Automotive Serviceman
H-10	Laborer IV
	Wastewater Laborer IV
	Assistant Greenskeeper
	Conservation Crewman I
H-12	Mechanic I
	Auto Equipment Operator I
	Wastewater Laboratory Assistant
	Maintenance Repairman II
	Wastewater Repairman II
	Conservation Crewman II
	Lab Assistant
H-13	Auto Equipment Operator II
	Greenskeeper
	Wastewater Maintenance Mechanic I
H-14	Maintenance Repairman III
	Auto Equipment Operator III
	Mechanic II
	Wastewater Maintenance Repairman III
H-15	Foreman I
	Mechanic III
	Auto Equipment Operator IV
	Maintenance Repairman IV
	Wastewater Plant Operator
	Conservation Crew Chief
H-16	Foreman II
	Plumber/Welder
	Wastewater Maintenance Repairman IV
	Mechanic IV
H-17	Foreman III
	Chief Mechanic
	Master Mechanic Police
H-18	Foreman IV
	Wastewater Operations Foreman
	Wastewater Electrical/Instrument Technician
	Wastewater Collections System Foreman

Current (7/1/13)

		1		2		3		4		5		6
H-06	\$	19.56	\$	20.03	\$	20.53	\$	21.14	\$	21.56	\$	22.11
H-07	\$	20.89	\$	21.42	\$	21.94	\$	22.50	\$	23.06	\$	23.64
H-08	\$	23.47	\$	24.12	\$	24.85	\$	25.57	\$	26.34	\$	27.13
H-09	\$	24.08	\$	24.62	\$	25.43	\$	26.18	\$	26.97	\$	27.78
H-10	\$	24.60	\$	25.25	\$	26.04	\$	26.82	\$	27.64	\$	28.47
H-11	\$	25.18	\$	25.93	\$	26.66	\$	27.45	\$	28.27	\$	29.13
H-12	\$	15.71	\$	26.51	\$	27.26	\$	28.08	\$	28.92	\$	29.79
H-13	\$	26.39	\$	27.15	\$	27.97	\$	28.80	\$	29.66	\$	30.55
H-14	\$	26.67	\$	27.80	\$	28.63	\$	29.49	\$	30.38	\$	31.30
H-15	\$	27.77	\$	28.51	\$	29.46	\$	30.35	\$	31.27	\$	32.20
H-16	\$	28.39	\$	29.23	\$	30.18	\$	31.08	\$	32.02	\$	32.98
H-17	\$	29.15	\$	30.11	\$	30.87	\$	31.80	\$	32.76	\$	33.71
H-18	\$	29.95	\$	31.00	\$	31.68	\$	32.62	\$	33.61	\$	34.60

7/1/2014

		1		2		3		4		5		6
H-06	\$	19.95	\$	20.43	\$	20.94	\$	21.56	\$	21.99	\$	22.55
H-07	\$	21.31	\$	21.85	\$	22.38	\$	22.95	\$	23.52	\$	24.11
H-08	\$	23.94	\$	24.60	\$	25.35	\$	26.08	\$	26.87	\$	27.67
H-09	\$	24.56	\$	25.11	\$	25.94	\$	26.70	\$	27.51	\$	28.34
H-10	\$	25.09	\$	25.76	\$	26.56	\$	27.36	\$	28.19	\$	29.04
H-11	\$	25.68	\$	26.45	\$	27.19	\$	28.00	\$	28.84	\$	29.71
H-12	\$	16.02	\$	27.04	\$	27.81	\$	28.64	\$	29.50	\$	30.39
H-13	\$	26.92	\$	27.69	\$	28.53	\$	29.38	\$	30.25	\$	31.16
H-14	\$	27.20	\$	28.36	\$	29.20	\$	30.08	\$	30.99	\$	31.93
H-15	\$	28.33	\$	29.08	\$	30.05	\$	30.96	\$	31.90	\$	32.84
H-16	\$	28.95	\$	29.81	\$	30.78	\$	31.70	\$	32.66	\$	33.64
H-17	\$	29.73	\$	30.71	\$	31.49	\$	32.44	\$	33.42	\$	34.38
H-18	\$	30.55	\$	31.62	\$	32.31	\$	33.27	\$	34.28	\$	35.29

7/1/2015

		1		2		3		4		5		6
H-06	\$	20.35	\$	20.84	\$	21.36	\$	21.99	\$	22.43	\$	23.00
H-07	\$	21.73	\$	22.29	\$	22.83	\$	23.41	\$	23.99	\$	24.60
H-08	\$	24.42	\$	25.09	\$	25.85	\$	26.60	\$	27.40	\$	28.23
H-09	\$	25.05	\$	25.61	\$	26.46	\$	27.24	\$	28.06	\$	28.90
H-10	\$	25.59	\$	26.27	\$	27.09	\$	27.90	\$	28.76	\$	29.62
H-11	\$	26.20	\$	26.98	\$	27.74	\$	28.56	\$	29.41	\$	30.31
H-12	\$	16.34	\$	27.58	\$	28.36	\$	29.21	\$	30.09	\$	30.99
H-13	\$	27.46	\$	28.25	\$	29.10	\$	29.96	\$	30.86	\$	31.78
H-14	\$	27.75	\$	28.92	\$	29.79	\$	30.68	\$	31.61	\$	32.56
H-15	\$	28.89	\$	29.66	\$	30.65	\$	31.58	\$	32.53	\$	33.50
H-16	\$	29.53	\$	30.41	\$	31.40	\$	32.34	\$	33.31	\$	34.31
H-17	\$	30.33	\$	31.33	\$	32.12	\$	33.08	\$	34.08	\$	35.07
H-18	\$	31.16	\$	32.25	\$	32.96	\$	33.94	\$	34.97	\$	36.00

7/1/2016

		1		2		3		4		5		6
H-06	\$	20.76	\$	21.26	\$	21.79	\$	22.43	\$	22.88	\$	23.46
H-07	\$	22.17	\$	22.73	\$	23.28	\$	23.88	\$	24.47	\$	25.09
H-08	\$	24.91	\$	25.60	\$	26.37	\$	27.14	\$	27.95	\$	28.79
H-09	\$	25.55	\$	26.13	\$	26.99	\$	27.78	\$	28.62	\$	29.48
H-10	\$	26.11	\$	26.80	\$	27.63	\$	28.46	\$	29.33	\$	30.21
H-11	\$	26.72	\$	27.52	\$	28.29	\$	29.13	\$	30.00	\$	30.91
H-12	\$	16.67	\$	28.13	\$	28.93	\$	29.80	\$	30.69	\$	31.61
H-13	\$	28.01	\$	28.81	\$	29.68	\$	30.56	\$	31.48	\$	32.42
H-14	\$	28.30	\$	29.50	\$	30.38	\$	31.30	\$	32.24	\$	33.22
H-15	\$	29.47	\$	30.26	\$	31.26	\$	32.21	\$	33.18	\$	34.17
H-16	\$	30.12	\$	31.02	\$	32.03	\$	32.98	\$	33.98	\$	35.00
H-17	\$	30.93	\$	31.95	\$	32.76	\$	33.75	\$	34.77	\$	35.77
H-18	\$	31.78	\$	32.90	\$	33.62	\$	34.62	\$	35.67	\$	36.72

7/1/2017

		1		2		3		4		5		6
H-06	\$	21.17	\$	21.68	\$	22.22	\$	22.88	\$	23.34	\$	23.93
H-07	\$	22.61	\$	23.19	\$	23.75	\$	24.35	\$	24.96	\$	25.59
H-08	\$	25.40	\$	26.11	\$	26.90	\$	27.68	\$	28.51	\$	29.37
H-09	\$	26.06	\$	26.65	\$	27.53	\$	28.34	\$	29.19	\$	30.07
H-10	\$	26.63	\$	27.33	\$	28.19	\$	29.03	\$	29.92	\$	30.82
H-11	\$	27.26	\$	28.07	\$	28.86	\$	29.72	\$	30.60	\$	31.53
H-12	\$	17.01	\$	28.70	\$	29.51	\$	30.39	\$	31.30	\$	32.25
H-13	\$	28.57	\$	29.39	\$	30.28	\$	31.17	\$	32.10	\$	33.07
H-14	\$	28.87	\$	30.09	\$	30.99	\$	31.92	\$	32.88	\$	33.88
H-15	\$	30.06	\$	30.86	\$	31.89	\$	32.85	\$	33.85	\$	34.85
H-16	\$	30.73	\$	31.64	\$	32.67	\$	33.64	\$	34.66	\$	35.70
H-17	\$	31.55	\$	32.59	\$	33.41	\$	34.42	\$	35.46	\$	36.49
H-18	\$	32.42	\$	33.56	\$	34.29	\$	35.31	\$	36.38	\$	37.45

7/1/2018

		1		2		3		4		5		6
H-06	\$	21.60	\$	22.11	\$	22.67	\$	23.34	\$	23.80	\$	24.41
H-07	\$	23.06	\$	23.65	\$	24.22	\$	24.84	\$	25.46	\$	26.10
H-08	\$	25.91	\$	26.63	\$	27.44	\$	28.23	\$	29.08	\$	29.95
H-09	\$	26.59	\$	27.18	\$	28.08	\$	28.90	\$	29.78	\$	30.67
H-10	\$	27.16	\$	27.88	\$	28.75	\$	29.61	\$	30.52	\$	31.43
H-11	\$	27.80	\$	28.63	\$	29.43	\$	30.31	\$	31.21	\$	32.16
H-12	\$	17.35	\$	29.27	\$	30.10	\$	31.00	\$	31.93	\$	32.89
H-13	\$	29.14	\$	29.98	\$	30.88	\$	31.80	\$	32.75	\$	33.73
H-14	\$	29.45	\$	30.69	\$	31.61	\$	32.56	\$	33.54	\$	34.56
H-15	\$	30.66	\$	31.48	\$	32.53	\$	33.51	\$	34.52	\$	35.55
H-16	\$	31.34	\$	32.27	\$	33.32	\$	34.31	\$	35.35	\$	36.41
H-17	\$	32.18	\$	33.24	\$	34.08	\$	35.11	\$	36.17	\$	37.22
H-18	\$	33.07	\$	34.23	\$	34.98	\$	36.02	\$	37.11	\$	38.20

7/1/2019

		1		2		3		4		5		6
H-06	\$	22.03	\$	22.56	\$	23.12	\$	23.81	\$	24.28	\$	24.90
H-07	\$	23.53	\$	24.12	\$	24.71	\$	25.34	\$	25.97	\$	26.62
H-08	\$	26.43	\$	27.16	\$	27.99	\$	28.80	\$	29.66	\$	30.55
H-09	\$	27.12	\$	27.73	\$	28.64	\$	29.48	\$	30.37	\$	31.28
H-10	\$	27.70	\$	28.44	\$	29.33	\$	30.20	\$	31.13	\$	32.06
H-11	\$	28.36	\$	29.20	\$	30.02	\$	30.92	\$	31.84	\$	32.81
H-12	\$	17.69	\$	29.85	\$	30.70	\$	31.62	\$	32.57	\$	33.55
H-13	\$	29.72	\$	30.58	\$	31.50	\$	32.43	\$	33.40	\$	34.40
H-14	\$	30.03	\$	31.31	\$	32.24	\$	33.21	\$	34.21	\$	35.25
H-15	\$	31.27	\$	32.11	\$	33.18	\$	34.18	\$	35.22	\$	36.26
H-16	\$	31.97	\$	32.92	\$	33.99	\$	35.00	\$	36.06	\$	37.14
H-17	\$	32.83	\$	33.91	\$	34.76	\$	35.81	\$	36.89	\$	37.96
H-18	\$	33.73	\$	34.91	\$	35.68	\$	36.74	\$	37.85	\$	38.97

7/1/2013

	1	2	3	4	5	6
H-06	\$ 40,684.80	\$ 41,662.40	\$ 42,702.40	\$ 43,971.20	\$ 44,844.80	\$ 45,988.80
H-07	\$ 43,451.20	\$ 44,553.60	\$ 45,635.20	\$ 46,800.00	\$ 47,964.80	\$ 49,171.20
H-08	\$ 48,817.60	\$ 50,169.60	\$ 51,688.00	\$ 53,185.60	\$ 54,787.20	\$ 56,430.40
H-09	\$ 50,086.40	\$ 51,209.60	\$ 52,894.40	\$ 54,454.40	\$ 56,097.60	\$ 57,782.40
H-10	\$ 51,168.00	\$ 52,520.00	\$ 54,163.20	\$ 55,785.60	\$ 57,491.20	\$ 59,217.60
H-11	\$ 52,374.40	\$ 53,934.40	\$ 55,452.80	\$ 57,104.32	\$ 58,801.60	\$ 60,590.40
H-12	\$ 32,676.80	\$ 55,140.80	\$ 56,700.80	\$ 58,406.40	\$ 60,153.60	\$ 61,963.20
H-13	\$ 54,891.20	\$ 56,472.00	\$ 58,177.60	\$ 59,904.00	\$ 61,692.80	\$ 63,544.00
H-14	\$ 55,473.60	\$ 57,824.00	\$ 59,550.40	\$ 61,339.20	\$ 63,190.40	\$ 65,104.00
H-15	\$ 57,761.60	\$ 59,300.80	\$ 61,276.80	\$ 63,128.00	\$ 65,041.60	\$ 66,976.00
H-16	\$ 59,044.96	\$ 60,798.40	\$ 62,774.40	\$ 64,646.40	\$ 66,601.60	\$ 68,598.40
H-17	\$ 60,632.00	\$ 62,628.80	\$ 64,209.60	\$ 66,144.00	\$ 68,140.80	\$ 70,116.80
H-18	\$ 62,296.00	\$ 64,480.00	\$ 65,894.40	\$ 67,849.60	\$ 69,908.80	\$ 71,968.00

7/1/2018

	1	2	3	4	5	6
H-06	\$ 44,919.31	\$ 45,998.66	\$ 47,146.90	\$ 48,547.76	\$ 49,512.28	\$ 50,775.35
H-07	\$ 47,973.64	\$ 49,190.77	\$ 50,384.95	\$ 51,670.98	\$ 52,957.01	\$ 54,288.98
H-08	\$ 53,898.58	\$ 55,391.29	\$ 57,067.73	\$ 58,721.20	\$ 60,489.50	\$ 62,303.72
H-09	\$ 55,299.43	\$ 56,539.54	\$ 58,399.69	\$ 60,122.06	\$ 61,936.28	\$ 63,796.44
H-10	\$ 56,493.61	\$ 57,986.32	\$ 59,800.55	\$ 61,591.81	\$ 63,474.93	\$ 65,381.02
H-11	\$ 57,825.57	\$ 59,547.94	\$ 61,224.37	\$ 63,047.78	\$ 64,921.72	\$ 66,896.70
H-12	\$ 36,077.83	\$ 60,879.90	\$ 62,602.26	\$ 64,485.39	\$ 66,414.44	\$ 68,412.38
H-13	\$ 60,604.32	\$ 62,349.65	\$ 64,232.77	\$ 66,138.86	\$ 68,113.84	\$ 70,157.71
H-14	\$ 61,247.34	\$ 63,842.37	\$ 65,748.45	\$ 67,723.43	\$ 69,767.31	\$ 71,880.08
H-15	\$ 63,773.47	\$ 65,472.87	\$ 67,654.54	\$ 69,698.41	\$ 71,811.18	\$ 73,946.92
H-16	\$ 65,190.41	\$ 67,126.35	\$ 69,308.01	\$ 71,374.85	\$ 73,533.55	\$ 75,738.18
H-17	\$ 66,942.63	\$ 69,147.26	\$ 70,892.59	\$ 73,028.32	\$ 75,232.95	\$ 77,414.61
H-18	\$ 68,779.82	\$ 71,191.13	\$ 72,752.74	\$ 74,911.44	\$ 77,184.96	\$ 79,458.49

7/1/2019

	1	2	3	4	5	6
H-06	\$ 45,817.69	\$ 46,918.63	\$ 48,089.84	\$ 49,518.71	\$ 50,502.53	\$ 51,790.86
H-07	\$ 48,933.11	\$ 50,174.59	\$ 51,392.65	\$ 52,704.40	\$ 54,016.16	\$ 55,374.76
H-08	\$ 54,976.55	\$ 56,499.12	\$ 58,209.08	\$ 59,895.62	\$ 61,699.29	\$ 63,549.80
H-09	\$ 56,405.42	\$ 57,670.33	\$ 59,567.69	\$ 61,324.50	\$ 63,175.01	\$ 65,072.37
H-10	\$ 57,623.48	\$ 59,146.05	\$ 60,996.56	\$ 62,823.65	\$ 64,744.43	\$ 66,688.64
H-11	\$ 58,982.08	\$ 60,738.89	\$ 62,448.86	\$ 64,308.74	\$ 66,220.15	\$ 68,234.63
H-12	\$ 36,799.38	\$ 62,097.50	\$ 63,854.31	\$ 65,775.09	\$ 67,742.72	\$ 69,780.63
H-13	\$ 61,816.41	\$ 63,596.64	\$ 65,517.43	\$ 67,461.63	\$ 69,476.11	\$ 71,560.86
H-14	\$ 62,472.28	\$ 65,119.22	\$ 67,063.42	\$ 69,077.90	\$ 71,162.65	\$ 73,317.68
H-15	\$ 65,048.94	\$ 66,782.33	\$ 69,007.63	\$ 71,092.38	\$ 73,247.41	\$ 75,425.85
H-16	\$ 66,494.21	\$ 68,468.87	\$ 70,694.17	\$ 72,802.35	\$ 75,004.22	\$ 77,252.94
H-17	\$ 68,281.48	\$ 70,530.20	\$ 72,310.44	\$ 74,488.89	\$ 76,737.61	\$ 78,962.91
H-18	\$ 70,155.41	\$ 72,614.95	\$ 74,207.80	\$ 76,409.67	\$ 78,728.66	\$ 81,047.66