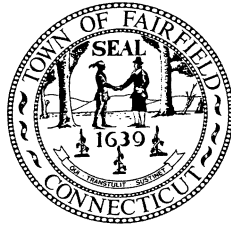


2014 ANNUAL REPORT



Affordable Housing Committee Town of Fairfield

Stephen Grathwohl, Chair
Robert Frigo
Richard Gribko
Jill Hroziencik
Nancy Lyons
Cynthia Sammarco
Gerry Stuhlman
Gretchen Goethner, Recording Secretary

June 2015

2014 ANNUAL REPORT

Affordable Housing Committee

<u>Key Statistical Data</u>	2000	2014	% Change
Population	57,340	61,347	7.0%
Average Household Size	2.61	2.74	
Median Household Income	\$83,512	\$117,705	40.9%
Median Sales Price of a Single Family Home	\$343,750	\$570,000	65.8%
Sales Price to Income Ratio	4.1	4.9	
Number of Residential Sales	795	644	(19.0%)
Number of Residential Sales < \$300,000	272	42	(84.6%)
% of Residential Sales < \$300,000	34.2%	6.5%	
Total Number of Housing Units	21,029	21,648	2.9%
Percentage of Affordable Units (DECD) ¹	2.71%	2.24%	

<u>Affordability Analysis</u>	2000	2014	% Change
Median Sales Price	\$343,750	\$570,000	65.8%
Qualifying Income to Purchase	\$119,990	\$146,185	
Median Household Income	\$ 83,512	\$117,705	40.9%
Income Gap	(\$ 36,478)	(\$28,480)	

	2000	2014	% Change
Median Household Income	\$ 83,512	\$117,705	40.9%
Attainable Home Price	\$264,878	\$476,536	
Median Sales Price	\$343,750	\$570,000	65.8%
Price Gap	(\$ 78,872)	(\$93,464)	

Summary:

There are several ways to measure affordability. Two are presented above. The first calculates the income required to purchase the median priced home and compares the derived income to the median household income. In 2014, the median priced home of \$570,000 would require an income of \$146,185 or 124% of the median household income, producing an income gap of \$28,480. The second method calculates how much home the median income household could afford, and contrasts this figure with the median priced home. In 2014, the median income household could afford a home valued at \$476,536, or \$93,464 less than the median priced home. Income growth has generally not kept pace with housing costs. Conversely, mortgage interest rates are currently at historic lows, which have helped expand buying power. The Committee considers \$300,000 as the upper limit of affordability for households making 80% of the area median income. There were only 42 single family home sales for less than \$300,000, which represents 6.5% of the total houses sold.

Data Sources/Methodology:

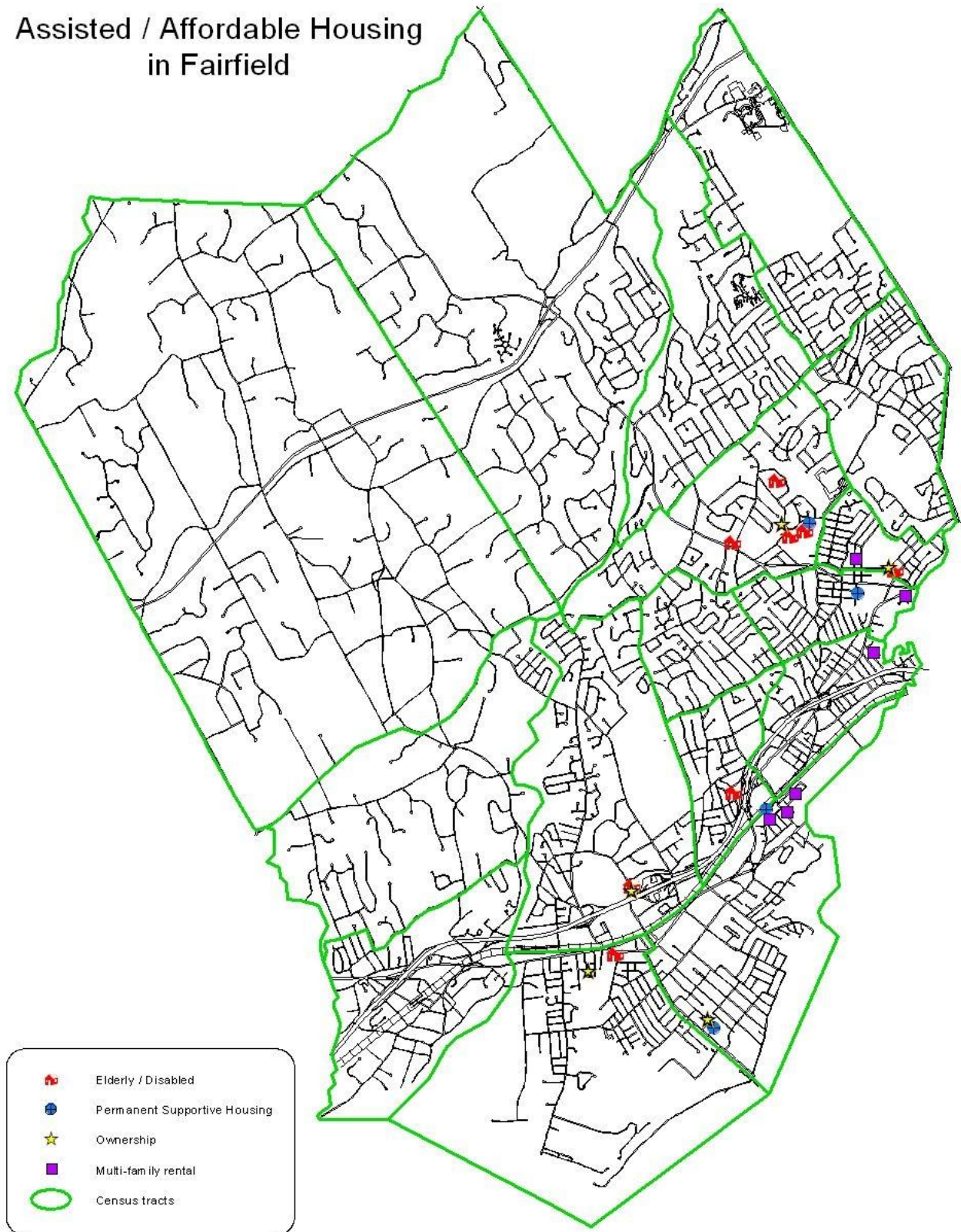
Population figures, as well as data on the number of housing units and median household income, were provided by the U.S. Census Bureau and Connecticut Department of Public Health. Median homes sales data was furnished by the Warren Group. Residential sales data was culled from the Connecticut Multiple Listing Service.

Affordable home price was calculated based on the purchaser paying not more than one-third of household income toward housing costs with 10% down-payment. Mortgage calculations were based on a conventional thirty-year fixed rate mortgage, assuming prevailing rates as determined by a yearly average of the Federal Home Loan Mortgage Corporation Primary Mortgage Market Survey.

¹ In developing the Affordable Housing Appeals List, the Department of Economic & Community Development (DECD) counts only governmentally assisted housing, rental housing occupied by persons receiving rental assistance, housing financed by the CT Housing Finance Authority (CHFA) and deed-restricted properties. For a complete description of this program or to see how other towns rank in comparison to Fairfield, please see <http://www.ct.gov/ecd>.

2014 ANNUAL REPORT
Affordable Housing Committee

**Assisted / Affordable Housing
in Fairfield**



2014 ANNUAL REPORT

Affordable Housing Committee

- The Affordable Housing Committee completed work on its update to the Town's Affordable Housing Plan this past year. The plan update was partially funded through a grant from the State Department of Housing, which enabled the Committee to retain a consultant, Glenn Chalder of Planimetrics, to assist the Committee with its work. The Plan enumerated eleven action steps to help meet the housing needs of the Town's residents. The Plan was presented to the Board of Selectmen at its meeting of December 17, 2014 and to the members of the Representative Town Meeting at its meeting of February 23, 2015.
- The Committee received a presentation from Richard Freedman of Garden Homes management regarding his proposed "set aside" development on Bronson Road. The Committee took no action on the project, which consisted of 58 one-bedroom and 37 studio apartments, being proposed pursuant to Section 8-30g of the Connecticut General Statutes. The application was subsequently denied by the Town Plan & Zoning Commission, and is presently on appeal.
- The Committee monitored but took no action or position relative to the proposed 33-unit "set aside" development on Berwick/Fairchild Avenue. The application was denied by the Town Plan & Zoning Commission, and is presently on appeal.
- The Committee received a presentation in September from Carol Martin, Executive Director of the Fairfield Housing Authority regarding plans to redevelop its property on Pine Tree Lane. The project, which would involve the phased demolition of the existing 38-unit development and construction of fifty replacement units, was endorsed by the Committee and subsequently approved by the Town Plan & Zoning Commission. The FHA is currently awaiting a decision on its application for financing from equity raised through the issuance of Low Income Housing Tax Credits.
- For the upcoming year (2015), the Affordable Housing Committee is working on advancing the key recommendations of the Affordable Housing Plan report, specifically: (1) adopting an inclusionary zoning regulation; (2) establishing a "model" housing affordability plan, restrictive covenants and annual reporting format; (3) creating a local housing trust fund as well as an appropriate financing mechanism such as an "inclusionary" zoning fee; (4) updating the Town's accessory apartment regulations; and (5) progressing toward an initial moratorium application.

Town Facilities Commission

Seat	Name	Position	Party	Term Start	Term End
1	Rosenbaum, Howard	Chair '14	U	07/14	07/17
2	Jones, Kenneth D		D	07/14	07/17
3	Ackley, Harry R.		R	07/14	07/17
4	Pitaniello, Stephen		U	07/12	07/15
5	Van Deusen, Rodney J		D	07/12	07/15
6	Speciale, Richard A		R	07/13	07/16
7	Marshall, Kimberly L	Secretary '14	D	07/13	07/16
8	DiMartino, Donald C		R	07/13	07/16
9	Leopold, Terri F		U	07/13	07/16
ALT1	Comerford, John James		R	07/13	07/16

Full		Alternate	
Party	Count	Party	Count
Democrats	3	Republicans	1
Republicans	3	Total ALT	1
Unaffiliated	3		
Total Full	9		

The Town Facilities Commission oversees all municipal and school construction projects in town and who advise individual building committees that have been set up to accomplish those projects.

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EDUCATION:

M.S., Systems Management, Golden Gate University, 1991

B.S., Mechanical Engineering, Clarkson University, 1988

EXPERIENCE:

Mr. Pitaniello is a Managing Director in Navigant Consulting, Inc.'s Global Construction Practice. He is a registered professional engineer with more than 25 years of diverse construction, engineering and consulting experience. His broad range of construction experience includes construction management, engineering design, construction estimating, contract administration and consulting in both the public and private sector. Throughout his career he has acquired solid project management skills by directly managing construction projects and teams of engineers and tradesmen.

EMPLOYMENT HISTORY:

Navigant Consulting, Inc.

May 2000 – Present

Mr. Pitaniello provides construction consulting services to owners, contractors, subcontractors and design professionals in advisory and dispute resolution capacities. In the advisory capacity, he provides schedule and cost control and integrity monitoring services for project owners during the construction process. As a claims consultant, he is experienced in performing expert analyses including, but not limited to, schedule delay analyses, productivity analyses, errors & omissions analyses, disputed extra work and damage analyses. Mr. Pitaniello's experience includes the following project types; highways and bridges, hospitals, schools, airports, sport complexes, universities, commercial properties, railroads, and laboratories among others. Mr. Pitaniello has presented findings in the form of expert reports, negotiations, mediations and expert testimony.

Encon Heating & Air Conditioning – Operations Manager

February 1997 – April 2000

Mr. Pitaniello was responsible for organizational development within construction operations to accommodate the company's growing project volume while maintaining profitability. He analyzed all work-in-progress reports and allocated resources depending on the profit/loss forecast for each project. Mr. Pitaniello directly supervised 30 mechanics while coordinating with project owners, general contractors, subcontractors and design professionals to ensure adherence to project schedules, the contract documents and the company's quality standards.

STEPHEN PITANIELLO, P.E., CFCC

*Encon Heating & Air Conditioning – Project Manager
October 1994 – January 1997*

Mr. Pitaniello was involved with both design-build and design-bid-build projects in the light commercial and the high-end residential markets. He was responsible for all aspects of a project including design, estimating, value engineering, contract administration, project management, scheduling, subcontracting, billing and cost accounting.

*Turner Construction Company – Superintendent
November 1992 – September 1994*

Mr. Pitaniello performed construction management duties for various construction projects. His primary functions included schedule development and tracking to meet the owner's goals while interacting daily with architects, engineers, and subcontractors to ensure the project was constructed in accordance with the plans and specifications. He was responsible for project cost accounting to include review of subcontractor change orders and applications for payment. He coordinated with the owner and its representatives and provided weekly project status updates.

*USAF – Civil Engineering Group, Vandenberg AFB, CA
September 1988 – October 1992*

Mr. Pitaniello was a commissioned officer in the United States Air Force's Civil Engineering Group. He was assigned as a maintenance engineer for the base's mission critical facilities. He was a project engineer on a \$10 million refurbishment project that encompassed eight missile launch facilities. He also designed and managed a mechanical plant upgrade for the base's most critical facility. Mr. Pitaniello was responsible for coordinating with the Government Contracts division, the user agency and the Vandenberg AFB leadership. He also performed design document reviews for operational and maintenance requirements on other design-bid-build projects.

PROFESSIONAL LICENSES AND CERTIFICATIONS:

- Professional Engineer – California
- Professional Engineer – Connecticut
- Certified Forensic Claims Consultant (CFCC) - AACEi

**Resume
For
Rodney J. Van Deusen, Jr.**
157 Longdean Road, Fairfield, CT 06824
Cell: 203-395-8121 - Vandu76@optonline.net

Senior Project Manager and Construction Professional

Career Summary:

Senior Project Manager/Inspector with a record of progressively responsible supervisory, leadership, business development, marketing, complex project management and design positions. I have broad base experience in project management and structural engineering (steel, concrete and timber) relating to commercial, waterfront and high-end residential structures. I have expertise in complex assessment inspections, waterborne transportation design and construction, and construction administration. A comprehensive knowledge of design and construction standards and codes. A demonstrated ability to build long-term client relationships and determine cost effective solutions to design, construction and regulatory issues. Key Strengths Include:

Commercial Structural Damage Investigations	Residential Damage Evaluations
Knowledge of Building Codes	Construction Management
Certified Surface Air Supplied Diver	Waterfront Design, Permitting, and Construction
Client Interaction	Proposal Generation
Specification and Bid Preparation	Glass and Curtain Wall Design
Timber, Steel and Concrete Design	Above and Below Water Inspections
Business Development	Engineering Design and Management

Professional Experience:

ARGE Consulting LLC

October 2010 – Present

Position: Principal

Department: Project/Program Management and Design

I am directly responsible for the development and guidance for a consultancy specializing in project / program management, waterfront design, permitting and inspection, residential design and construction management. Developed and directly responsible for design concepts, supervision of office and field personnel, client interaction and satisfaction, generation of proposals, and development of marketing materials.

Responsibilities:

- Business Development – Responsible for the development of the strategic plan and direction, providing and guiding the firm's direction, vision and mission.
- Marketing – I am responsible for coordinating all marketing efforts for this firm. These efforts include: developing the web site, managing social media outlets, meeting with potential clients, attending and participating in industry organizations and events, initiate a quarterly newsletter, generation of successful proposals and monitoring proposal win/loss ratios.
- Project Management – Responsible for managing and implementing the overall project and program management for the firm. This includes project scheduling, estimating, report generation, review of change orders, review and generation of RFPs, client interaction and support.
- Investigations – Inspections include residential structural evaluation, commercial structural evaluation and waterfront structures.
- Design – Responsible for all aspects of design oversight including staff scheduling, reviewing calculations, preparing or reviewing permitting applications for local, state and federal agencies, reviewing drawings and specifications.
- Construction Administration/Management – Responsibilities will include preparing bid documents, bid review and evaluation, review of shop drawings, attending construction progress meetings, onsite supervision to assure adherence to design documents, and project closeout.

I-ENG-A of Southern Connecticut

October 2010 – October 2012

Position: Sr. Forensic Inspector

Department: Structural Engineering/Waterfront

In this position I was directly responsible for investigation and inspection of residential and commercial structures for insurance and residential clients. This work included on site investigation, developing comprehensive reports, design of repairs as required and estimating the cost of damage and subsequent repairs.

Responsibilities:

- Subrogation Claims
- Structural Claims
- Structural Defects
- Fire and Arson Investigations
- Auto and Marine Claims
- Litigation Support

CSE, LLC

October 2010 – October 2012

Position: Sr. Project Manager/Senior Engineer

Department: Structural Engineering/Waterfront

I was directly responsible for engineering and management of projects for architectural, engineering, commercial, insurance and residential clients. Design work included conceptual development of structural systems, analysis and design of new and existing structures, complete design documents, specifications, code compliance and cost estimating. This work amounted to approximately thirty percent of the firm's annual fees. Project management scope included identifying and developing clients, preparing proposals and managing projects through completion.

Responsibilities:

- Project Management
- Engineering Design
- Residential Damage Investigation and Evaluations
- Forensic Engineering Investigations
- Construction Administration/Management

Ocean and Coastal Consultants, Inc.

April 2005 – October 2010

Position: Project Manager/ Lead Engineer Diver

Department: Structural Engineer/Waterfront/Transportation

I was responsible for the overall management of waterborne transportation projects for the firm and provided general management and structural support for other sectors. Construction cost for the projects I was directly responsible ranged between \$100k and \$15 million. Project management included overall management of projects, scheduling of personnel, project cost control, proposal generation, business development and marketing. Average fees generated were 1.25 to 1.5 million per year. Other responsibilities included managing the marketing department and a contributing member of the Executive Management Committee. The Executive Management Committee was tasked in reviewing the firm's performance and providing guidance direction for new market sectors and continued growth.

Responsibilities:

- Business Development
- Executive Management Committee
- Marketing
- Project Management
- Lead Engineer Diver
- Waterfront Engineering Design
- Construction Administration/Management
- Safety Committee

McLaren Engineering Group

June 1992 - April 2005

Position: Division Chief/Project Manager/Staff Engineer
Department: Marine/Waterborne Transportation

As Division Chief for the Marine and Waterborne Transportation Divisions I was responsible for leading and directing a staff of six engineer divers, four engineers and four commercial divers. In this position responsibilities included overall day-to-day operations, business development, marketing, client interaction, staff scheduling, proposal generation and design oversight. Annual fee generation for these divisions was a combined \$2.5 to \$3.5 million dollars per year.

Thune Associates Structural Engineering

October 1982 - June 1992

Position: Design Engineer/Draftsman
Department: Structural Engineering - Buildings

As design engineer I reported to the Chief Structural Engineer and was responsible for the complete structural design of commercial and residential structures.

Education:

Wentworth Institute of Technology
B.S./Architectural Engineering
Wentworth Institute of Technology
A.D./Architectural Engineering Technology
Wentworth Institute of Technology
A.D./Building Construction Technology

Certifications:

SAS Work Diving Safety and Supervision Course/ 2005/Florida Keys Community College
TWIC Card
Certified Diver - SDI
American Red Cross CPR/AED Adult
Dan O2 training
American Red Cross First Aid
American Red Cross Bloodborne Pathogens

Professional Affiliations:

The Society of Naval Architects and Marine Engineers - Member
American Society of Civil Engineers - Member
Coasts, Oceans, Ports and Rivers Institute - Member
Connecticut Maritime Association, Inc.
Metropolitan Waterfront Alliance
Structural Engineer's Association of NY

Awards/Recognition:

Design Award – First Place for the design of repurposing of the main sanctuary of the United Methodist Church located in Rutland, VT.
Certificate of Appreciation - Department of Design and Construction in appreciation for efforts during the clean up of the World Trade Center Site.
Letter of Appreciation - Port Authority of New York and New Jersey for the design and installation of a temporary ferry terminal at Pier A in lower Manhattan.
Letter of Appreciation – The Thornton Tomasetti Group, Inc. for the work completed during the clean up of the World Trade Center site.
Certificate of Appreciation - Assistance in construction of the first recycled plastic bridge over Hannacroix Creek in Greene County, New York.

Computer Skills:

Microsoft - Word	Bentley Systems – RAM
Microsoft – Excel	AutoCAD
Microsoft – PowerPoint	
Microsoft - Project	
Bentley Systems – STAAD Pro	

Employees Retirement Board

Seat	Name	Position	Party	Term Start	Term End
1	[VACANT]		*	11/12	11/17
2	Fagan, Kathryn F		R	11/13	11/18
3	Mullen, Geoffrey		R	11/14	11/19
4	Vahey, Brian P		R	11/10	11/15
5	[VACANT]		*	11/11	11/16
EMP1	Kiraly, Susan				
EMP2	Rubano, Ken				
EMPB OE	Byrnes, Nancy				
FSEL	Tetreau, Michael C				

Full	
Party	Count
N/A	4
Vacant	2
Republicans	3
Total Full	9

The Employees Retirement Board, which is comprised of the First Selectman, two town employees, a Board of Education employee and five volunteer residents, is responsible for the general management and direction of the pension fund for town employees and ensuring the effective operation of the retirement system.

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Town of Fairfield

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

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: **Employees Retirement Board/Joint Retirement Investment Board**

Date: **6/18/2015**

Name: **jack mahoney**

Address: **520 Fulling Mill Ln, Fairfield, CT 06824**

Party: **Independent**

email: **jackbmahoney@gmail.com**

home phone:

work phone: **212-702-7867**

cell phone: **203-530-3870**

1. How did you learn about this position? **An email from the town**
2. Why are you interested in serving and how can you contribute to this board / commission? **I work with pension boards and investment committees. The firm I work for, Russell Investments, is a pension consultant and investment manager. I'm interested in the position to both help the town and also see how things work from the other side of the table.**
3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify. **I have read the 2015 minutes.**
4. Have you spoken with the chair, any members, or the appropriate Department Head? **I reached out to Bob Mayer and I've met with Tom Dubrosky, and I've also talked at some length with Brian Vahey.**
5. Have you read the written description of the board's role? **Yes.**
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? **Yes.**

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? **I'm registered and I'm an independent. In the event my registration shows democrat or republican, it needs to be updated to reflect independent.**
9. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

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Jack Mahoney, CAIA, CIMA

2nd

Regional Director at Russell Investments

Greater New York City Area | Financial Services

Previous Russell Investments, 2 Degrees Consulting, LLC, Gartner Inc.

Education Syracuse University

Connect

Send Jack InMail

500+
connections

<https://www.linkedin.com/pub/jack-mahoney-caia-cima/0/337/235>

Background



Experience

Regional Director

Russell Investments

June 2014 – Present (1 year 1 month) | Greater New York City Area

As Regional Director for Russell Investments, Jack is responsible for building and maintaining Russell's investment management relationships with corporate, public, health services organizations and multi-employer retirement plans in the Northeastern, United States. Working as a strategic partner with client and retirement advisory committees, treasurers and CFO's, Jack helps them understand the complete scope of Russell's Outsourced CIO solutions and manager-of-managers approach.

Jack holds both the Chartered Alternative Investment Analyst and the Certified Investment Management Analyst designations. Jack is also a Chartered Financial Analyst Level II candidate.

Regional Director

Russell Investments

October 2007 – May 2014 (6 years 8 months)

Sales Specialist

- Sales Specialist, working with Sales force in expansion of new Russell products, including traditional and alternative beta products in the US and International markets
- Call on CIO's, PM's, analysts, and marketing across top 200+ global asset management firms
- Responsible for Sales quota driven through prospecting, relationships, and content knowledge
- Strong focus on Stability family of indexes due to Russell Research findings that suggests other key factors drive manager return patterns beyond volatility and valuation measures
- Articulate offerings in the context of Russell Consulting, Russell Multi-Manager Fund Outsourcing, and Russell Investment Management and Research manager due diligence process

Director Business Development

2 Degrees Consulting, LLC

January 2007 – October 2007 (10 months)

IT consulting services to large enterprise

Global Account Manager

Gartner Inc.

April 2000 – December 2006 (6 years 9 months)



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You



Kevin Lennon



Jack Mahoney, CAIA, CIMA

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In Common with Jack

Consult clients on maximizing technology ROI, improving product development, strategy and product launches

• Increased annual sales in excess of \$1.5M per year, seven consecutive years

• Achieved between 110% and 150% of annual quota from 2000 through 2006

• Overachieved first year goal by 110%, overachieved second year by 130%

• Ensured consistency in product delivery, pricing, and strategy worldwide

• Worked with leading industry analysts to assist technology vendors and users on product strategy and custom consulting needs

• Custom consulting: primary research, ROI/TCO, benchmarking, win/loss analysis, go-to-market

Owner & Co-Founder

HealthyWaters Enterprises, LLC

December 1997 – January 2000 (2 years 2 months)

Start-up Beverage Company aimed to capitalize on calcium deficient population

- HealthyWaters, an entrepreneurial, start-up venture of formulated and specialty waters
- Involved in the overall and day-to-day operations of sales, distribution, production, advertising, pricing, promotion, and placement of OSSO Water
- Responsible for developing and executing marketing, sales, and business strategies on a national level
- Conducted market research to develop consumer demographics and target markets to set realistic expectations
- Dealt with 100% of company contacts ranging from lawyers, bankers, and accountants, to bottlers, buyers, distributors, brokers, retailers and regulatory agencies
- Assisted with the design of promotional materials to increase consumer awareness
- Established a solid distribution platform including DSD, broker network, direct to warehouse and wholesales distribution
- Continual product development designed to expand niche market share
- Exceeded projected case sales by 400%



Education

Syracuse University

BFA, Fine Arts

1989 – 1993



CAIA (Chartered Alternative Investment Analyst)

CIMA (Certified Investment Management Analyst)

CFA Level 2 candidate

Recommendations

Given (1)



Sharon O'Neill, DBA

Vice President, Global Client Director

“ Sharon works well at all levels within a client organization, and I believe she's at her best when working on highly strategic deals involving C-level executives. She is well suited in a complex sales environment, and a consummate professional through and through.

November 18, 2009, Jack reported to Sharon at Gartner, Inc.

Connections

Shared (1)



Kevin Lennon 1st

Business Services Try Premium for free

1

People Similar to Jack

Scott Trautman 3rd
Regional Director at Russell Investments
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Smart Enterprise Trends

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Indeed Prime Hackathon

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You're Invited to Join the National Association of Professional Women.

Ethics Commission

Seat	Name	Position	Party	Term Start	Term End
1	Kelly, Jill		R	07/14	07/16
2	Brogan, Christopher John		D	07/14	07/16
3	Brooks, Martha S		D	07/13	07/15
4	Drew, Thomas Joseph		D	07/13	07/15
5	Schmidt, David P	Chair '14	R	07/13	07/15

Full	
Party	Count
Democrats	3
Republicans	2
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.



Town of Fairfield

Office of the First Selectman
Fairfield, Connecticut 06824

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 Kathleen Griffin at 203-256-3030 or kgriffin@town.fairfield.ct.us.

Board/Commission: Ethics Commission/Police Commission

Date: 5/22/2015

Name: David G. Bothwell
Address: 235 Shoreham Village Drive
Fairfield, CT 06824

Email: law@dgbothwell.com
Home Phone: 203 292-5719
Work Phone : 203 340-2730
Cell Phone: 203 561-9769

1. How did you learn about this position?

I read on the Town of Fairfield website that there were openings and potential future openings on various town boards and committees.

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

I have a strong interest in public service and a desire to serve my community. I have been a practicing attorney in Connecticut for nineteen years and spent many years serving indigent members of the public as an Assistant Public Defender. In my private practice I continue to work as a contract attorney for the public defender's office and handle approximately ten matters each year pro bono. I feel that my background and experience as an attorney, particularly in the area of criminal law, will be an asset to the ethics commission as well as the police commission.

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

I have reviewed the agendas and minutes that are available online.

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

I have spoken with a past member of the police commission.

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

Yes

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?

Yes

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?

I am a registered voter-Republican

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

My wife and I moved to Fairfield seven years ago and started our family here. The town has become our home, our children thrive here and I would like to get more involved in my community. As an attorney I have always held myself to the highest ethical standards and believe myself to be fair, reasonable and humble. I look forward to the possibility of working on any committee where I can be of assistance.

DAVID G.BOTHWELL

235 Shoreham Village Drive, Fairfield, CT 06824

Home: (203) 292-5719 Cell: (203) 561-9769

Email: law@dgbowell.com

SUMMARY

Detail oriented, conscientious and well organized attorney with over fifteen years of experience in the civil and criminal courts. Well versed in trial practice, motion practice, research, negotiation and drafting of legal documents.

EXPERIENCE

DAVID G. BOTHWELL, ATTORNEY AT LAW

Westport, Connecticut

July, 2006 - Present

Attorney

Operate a solo law practice providing legal representation to clients in the areas of criminal defense, family law, debt collection and real estate transactions. Personally handle all aspects of representation, including client interview, investigation, writing of legal memoranda and briefs, motion practice and trials. Have successfully represented thousands of clients and have acted as lead counsel in numerous serious felony criminal trials.

HOUSATONIC COMMUNITY COLLEGE

Bridgeport, Connecticut

August, 2000 – June, 2010

Adjunct Professor – Business Law

Responsible for providing students with an understanding of fundamental principles of law and their application to business transactions. Topics that are concentrated on include the federal and state court systems, criminal law, constitutional law, contracts, torts, commercial sales, bankruptcy, internet law and corporations.

CONNECTICUT DIVISION OF PUBLIC DEFENDER SERVICES

Stamford, Connecticut

December, 2001 – July, 2006

Assistant Public Defender

Represented indigent clients in the area of criminal defense. Responsibilities included arguing bond reductions on behalf of clients at arraignment hearings, negotiating plea agreements with state prosecutors during pre-trial conferences, presenting arguments to judges during supervised pre-trials, preparing all necessary pre-trial and trial motions for adequate defense and representing clients at violation of probation hearings and criminal trials. Represented in excess

of two thousand clients in criminal proceedings, including as lead counsel on violation of probation hearings and jury trials.

LAW OFFICES OF KIERAN J. COSTELLO, P.C.

Fairfield, Connecticut

January, 1999 – January, 2001

Associate Attorney

Represented clients in the areas of civil, criminal, juvenile and family litigation, real estate transactions and housing. Responsible for researching and drafting contracts, motions, memorandums of law, letters of demand and settlement agreements. Handled all aspects of client purchase and sale of residential real estate. Appeared in court on a daily basis.

LAW OFFICES OF FRANK N. PELUSO, P.C.

Stamford, Connecticut

June, 1998 – January, 1999

Associate Attorney

Represented clients in a wide variety of legal matters not limited to civil and criminal litigation, housing, real estate, probate, family law and debt collection. Responsible for all aspects of client representation, appearing on behalf of clients in civil, criminal and housing courts on a daily basis.

STATE OF CONNECTICUT SUPERIOR COURT

Stamford, Connecticut

August, 1996 – June, 1998

Courtroom clerk responsible for the proper record keeping of criminal court proceedings and the maintenance of court files. Monitored criminal trials for accurate recording of trial minutes and assisted judges with administrative and clerical matters.

EDUCATION

QUINNIPIAC UNIVERSITY SCHOOL OF LAW

Hamden, Connecticut

Juris Doctorate, 1996

VILLANOVA UNIVERSITY

Villanova, Pennsylvania

Bachelor of Arts, Political Science, 1991

BAR ADMISSON

State of Connecticut, 1996

United States District Court, District of Connecticut, 2010



Town of Fairfield

Office of the First Selectman
Fairfield, Connecticut 06824

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: Ethics Commission

Date: June 3, 2015

Name: Jan Carpenter

Address: 144 Harbor Road
Southport, CT 06890

Email: janc@144h.com

Home Phone: 203 293 8889

Work Phone : _____

Cell Phone: _____

1. How did you learn about this position?

Town website

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

I would like to give back to the community and I believe this board is a good fit with my background as a CFO and CPA.

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

None in the past 3 years.

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

Yes, I spoke to the current Chairman within the past month about the openings.

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

Yes.

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 understand these meetings occur as needed and I am able to fulfill that obligation.

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?

I am a registered Republican.

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

None.

Jan Carpenter
144 Harbor Road
Southport, CT 06890
203-293-8889
janc@144h.com

SUMMARY

Seasoned financial executive with both Big 4 and Corporate experience. Deep industry expertise in advertising industry, including all aspects of finance, operations, administration, and technology management.

PROFESSIONAL EXPERIENCE

FINANCIAL CONSULTING PRACTICE, Southport, CT (2010 to present)

Provides business management services to high net worth individuals. Services include: revenue/billing management, cash flow management, vendor payment and administration, contract negotiation, office administration and management, coordination of video production, book editing and speaking assignments.

PUBLICIS & HAL RINEY, San Francisco, CA (1986 – 2006)

EVP, CFO (2001-2006)

Overall authority for operation of Finance, Human Resource, IT and Administration functions for advertising agency subsidiary of global Publicis network. Specific achievements include:

- Implementation of reporting systems for internal and external, global reporting schemes including information for GAAP reporting as well as foreign reporting requirements
- Development and implementation of new, comprehensive, financial controls as mandated by Sarbanes-Oxley

SVP, Director of Finance & Administration (1990-2001)

During my tenure, size of the agency grew to 400 employees with \$900 Million in annual billings. In addition, agency transitioned from privately owned organization to publicly held. Responsible for agency hiring, administration of personnel policies and corporate insurance, coordination of benefits administration, and supervision of agency support staff including mailroom functions. Specific achievements include:

- Execution of all financial related activities during sale of company (including due diligence, financial reporting transition, etc.)
- Selection and implementation of new agency financial/media advertising system
- Evaluation of agency employee benefits, including employee benefit refinements
- Selection and implementation of integrated agency payroll/personnel systems
- Adoption of 401k employee retirement plan and Section 125 flexible spending cafeteria plan
- Development of new employee orientation seminar

Jan Carpenter
144 Harbor Road
Southport, CT 06890
203-293-8889
janc@144h.com

Vice President of Finance, Controller (1986-1990)

Managed internal and external financial reporting systems for creatively driven advertising agency; responsible for the overall financial operations of the agency involving treasury management, client accounting, production cost controls, accounts receivable, corporate accounting. Specific achievements include:

- Selection and implementation of agency financial / media advertising systems
- Development and review of P&L and cash flow budgeting systems
- Negotiation of client contracts
- Creation of financial policy and procedures manual
- General office responsibilities include involvement with senior management on financial issues, management of corporate financial staff, and coordination of special projects

KPMG Peat Marwick - New York, NY (1980 – 1986)

Senior Consultant – Financial Management Consulting Practice (1984-1986)

- Delivered high profile financial management consulting assignments to corporate clients in multiple industries
- Participated in numerous consulting engagements involving financial and operational consulting topics including: litigation support, cash flow management systems, financial controls reviews and financial systems development

Supervising Senior Accountant – Audit Department (1980-1984)

Planned and directed the audits of corporate financial statements. Developed expertise in financial and operational audits, detailed financial analysis, and business financial policies and procedures

EDUCATION & CREDENTIALS

- Boston College – School of Management, Chestnut Hill, MA
BS Accounting, Magna Cum Laude
- Certified Public Accountant – NY and CT
- Member of AICPA

VOLUNTEER WORK

- Investment Advisory Council Member - State of Connecticut Treasurer's Office - since 2012 - IAC provides oversight and advice to the State of Connecticut Treasurer regarding investment manager selections, and investment allocation for \$30 billion of Connecticut Retirement Plans and Trust Funds



Town of Fairfield

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

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Board/Commission: **Ethics Commission**

Date: **May 21, 2015**

Name: **Loretta Jay**

Address: **116 Rolling Ridge Road, Fairfield, 06824**

Party: **Democrat**

email: lorettajay@parasolservices.com

home phone: **203.254.0190**

work phone: **203.255.7703**

cell phone: **203.984.8736**

1. How did you learn about this position?

I received an email on May 14, 2015 from the Office of the First Selectman announcing Board and Commission openings.

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

I have been interested in contributing to our community by serving on a Board or Commission for several years. Finding the right fit – one that both worked with my other obligations and also interested me - has been an important consideration. The Ethics Commission is an excellent match as my expertise aligns well, and its time-demands are a good introductory level to town service.

I believe that my skillset, coupled with my professional and personal experiences will add value to the Commission. In addition to 14 years providing consulting services focusing on systems issues for non-profit and government organizations, I also worked for the state of Connecticut Department of Children and Families conducting investigations and supervising protective service staff. I am currently the Executive Director of a national non-profit that has the goal of reducing stigma and bias: B Stigma-Free, www.bstigmfree.org. There is an alignment between this work and assessing behavior for violations of the Standards of Conduct or Code of Ethics.

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

I attended the Ethics Commission's meeting on Tuesday, May 19, 2015. I also reviewed the agendas and minutes available on line.

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

I met the current Commissioners when I attended their last meeting. Dave Schmidt, the current Chair, and I have spoken about the Commission and he invited me to participate in the June 3rd Ethics Workshop at Fairfield University. (I plan to attend.)

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

I have read Fairfield's Town Charter Section 10.15, and relevant minutes.

6. Do you have any potential conflict of interest?

I sit on the town's District-wide School Climate Committee.

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 understand that meetings are held as needed, except for the annual meeting. I expect to be able to fulfill the obligations of the position.

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?

I am a registered Democrat.

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

Please see my attached resume for additional details about my professional, educational and personal experiences. I am available in-person, by phone or email for additional information, or to discuss my candidacy as needed.

Professional Summary

Highly experienced organizational leader with advanced problem solving and critical thinking skills. Objective program development, analysis and evaluations applied to diverse practice areas including child protective services, specialty healthcare, government and non-profit organizations. Focusing on strength-based applications, integration of both service delivery and research in the prevention and intervention of social problems. Expertise and experience in stigma, behavioral health, children with special needs, child abuse and neglect, celiac disease and food allergy.

Additional skills and background:

- Strong analytical skills and ability to conceptualize complex and abstract requirements in order to achieve objectives
- Able to manage the full spectrum of concurrent projects, including strategic program development, executive oversight, evaluation, quality improvement, funding acquisition, regulatory, reporting and accrediting expectations, and daily hands-on operations. Proven track record completing difficult projects on-schedule and on-budget
- Able to visualize, structure and organize disparate activities into succinct action and communication plans at both executive and project delivery levels
- Experienced manager of multi-member teams in highly complex environments
- Highly autonomous, able to work with very limited direction and oversight
- Diverse experience in the areas of behavioral health, children with special needs, child abuse and neglect/child protective services, foster care, reunification and adoption
- Specialized experience with digestive diseases, food allergy and intolerances, and the social-emotional impact of dietary restrictions
- Nationally recognized celiac disease expert

Select Accomplishments and Projects:

- Entrepreneurial Start-up of national organization, forging strategy for social change across multiple identities, and establishing partnerships with existing US non-profit leadership
- Evaluation Plan - Developed a comprehensive Evaluation and Implementation Plan for Connecticut's Department of Social Services' (DSS) *Delivering and Financing Children's Behavioral Health Services in Connecticut*, utilized by the state of CT Department of Children and Families *System of Care*
- Needs Assessment - targeting Day and Extended Day Treatment services for children in the greater Stamford (CT) community (Child Guidance Center of Southern Connecticut)
- Stakeholder Engagement - Conducted stakeholder analysis and engagement and guided marketing plan for St. Vincent's Autism and Developmental Services, establishing program's foothold in community
- Program Development
 - Developed autism-specific Birth to Three early intervention program and implementation plan
 - Developed and managed delivery of grant-funded and fee-for-service parent education and support programs for over 200 mothers, effectively increasing social support, access to resources and baby and child care knowledge to yield improved parenting and reduced incidence of child abuse and neglect
- Strategic Planning - Developed Ongoing Future Business Plan addressing national non-profit's goals and priorities with pharmaceutical industry, driving agency operations including collaborations and critical partnerships with major pharmaceutical thought leaders and stakeholders
- Clinical Research - Principal Investigator and Project Manager for the first-ever clinical research study about *Gluten in Medication*. Successfully applied for NIH/FDA grant, which funded this project.

Select Accomplishments and Projects, continued:

- Legislative Advocacy
 - By request, advised US Congressman Tim Ryan's office (OH -17) on approach and language of legislation, "Gluten in Medicine Identification Act of 2012," renamed the "Gluten in Medicine Disclosure Act of 2013"
 - Engaged CT State Representatives, Department of Education decision-makers and leaders of statewide non-profit to create a plan for educators to receive training to recognize signs of mental illness in children and make the necessary referrals. The subsequent Bill (PA-13-133) passed with bipartisan support
 - Invited by CT Congressmen Tony Hwang (R) and Jonathan Steinberg (D) to participate in planning to identify the need for and secure constituent support for medical food legislation
- Policy Development - Strategic management, consulting and planning with US Food and Drug Administration (FDA), resulting in powerful basis for the FDA's current agenda to label or ban gluten in medication
- Corporate Partnerships - Established relationships with Rite Aid, Walgreens, NCPIE, PhRMA, Perrigo resulting in financial backing and endorsement of identified social problem
- Crisis Intervention - Intervened at 11th hour before national cook-off competitions by identifying and training 70 high-profile international chefs and physicians, ensuring 1500 guests were safely and successfully accommodated
- Awareness
 - Co-founded Stigma-Free CT and chaired essay contest to end the stigma of mental illness that engaged state and local officials and community members
 - Co-founded and chaired Connecticut Celiac Walkathon (2004 – 2007), secured national and local sponsors, attracted more than 300 attendees each year and raised over \$95,000 in small donations
 - Conceptualized, designed and managed multi-state billboard campaign along railroad platforms
- Public Relations - Achieved extensive media (newspapers, magazines, radio and television) coverage for identified topics, including A1 of the Washington Post (Feb. 11, 2003) and many other A1 and B1 news stories
- Publication in domestic and international periodicals for professionals and lay people: journals, newspapers, magazines and on-line mediums (e.g. Social Work Today, Today's Dietitian, Hospital Pharmacy, blogs, etc.)
- Continuing Education (CE) Projects
 - Developed and managed the implementation and accreditation of the first-in-the-country multi-disciplinary enduring program (mental health, dietary, nursing, etc.) about celiac disease, facilitating the development of integrated healthcare system, piloted by New Jersey's St. Barnabas Health Care System's 18 facilities
 - Secured funding, managed and was co-faculty for the development of *Celiac Disease Training for Pharmacists*, accredited by the *Accreditation Council for Pharmacy Education* (ACPE), deployed nationally
 - Oversaw and coordinated the development of *Celiac Disease for Primary Care*, involving internationally renowned faculty from Beth Israel Deaconess, Mayo Clinic and USC Keck School of Medicine

Professional Experience**Parasol, LLC, Fairfield, CT****2001-Present: *Founder and President of Consulting Organization***

Provision of direct and indirect consulting services to non-profits, schools, healthcare and government organizations; research and analysis, program development and implementation, program evaluation, quality improvement, needs assessments, grant writing and management (program and fiscal), awareness campaigns and training

B Stigma-Free, Fairfield, CT**2013-Present: *co-Founder and Executive Director***

Lead all aspects of national organization's start-up, business plan, network establishment and operations. Exceptional engagement and authentic professional relationship building with national, executive-level leadership representing multiple identities

National Foundation for Celiac Awareness, Ambler, PA**2008-2011, Director of Program Development****2011-2015, Consultant**

Strategic design and implementation/management of the organization's healthcare and pharmaceutical initiatives in order to increase awareness of celiac disease, raise the diagnosis rate of people with celiac and improve the quality of healthcare services. Content expertise provided to support operations, special assignments including assessment, intervention and recovery of existing projects and team building. Identified funding sources and established partnerships, conducted needs assessments, developed surveys, wrote successful grant applications and managed implemented projects

Connecticut Department of Children and Families, Southwest Region, CT**1997-2001: Social Work Supervisor: Investigations, Ongoing Services and Training Units****1995-1997: Children's Services Consultant, Contracts and Community Services, Southwest Region****1989-1995: Social Worker: Investigations and Ongoing Services Units**

Held multiple protective service roles including front line investigator to manager and trainer of staff servicing children and families in home and community settings, intervening on behalf of abused and neglected children and children with behavioral health needs. Family system work included domestic violence, substance abuse, mental health, criminal behavior, foster care, reunification and adoption. Adeptly led multi-disciplinary teams and supported work performance, statistics, action plans, legal work, progressive discipline, high-risk and high profile cases and staff situations. Member of various community coalitions including System of Care, Sexual Abuse Response Team, Domestic Violence Team, Policy and Healthcare Teams

Provided administrative oversight of DCF-funded community programs serving children who were abused or neglected and their families, and children with behavioral health needs, integrating DCF policies and protocols with management of funded programs to yield effective consumer, DCF and provider-friendly services. Developed and implemented RFPs and led review process; developed performance-based measures and assured the programmatic and fiscal quality of funded programs; analyzed regional resources and needs, and recommended to the Commissioner how to allocate funds to meet the community's needs; developed and ran training programs for field staff and community providers

Education

- Certificate, Protecting Human Research Participants, 2011. The National Institutes of Health (NIH) Office of Extramural Research
- M.A. Community Psychology, concentration in Program Development, 2001. University of New Haven
 - Outstanding Achievement in the M.A. in Community Psychology Award, 2001
 - Psi Chi Honor Society for Psychology
- B.E.S. Social Sciences and Social Work, 1988. University of Bridgeport
 - Cum Laude
- Spanish, 1987. Universidad de las Americas, Puebla, Mexico

Professional Associations

- Society for Community Research and Action (SCRA)
- American Evaluation Association (AEA)

Select Volunteer Affiliations, Associations and Recognitions

- National Alliance on Mental Illness, Fairfield Affiliate, Board Member 2012-present
- Fairfield (CT) District-level School Climate Team, 2012-present
- Bridgeport Child Advocacy Coalition (BCAC), 1995-2003, 2006-2013
- 2011 Testifiers Award, Mental Health Association of Connecticut, Inc.
- American Partnership for Eosinophilic Disorders (APFED), Public Relations, 2007-2009
- League of Women Voters of Fairfield, Board Member, 2006-2007; Director 2007-2010

- Greater New Haven Celiac Group, Co-Chair Children's Group and Board Member, 2003-2007
- Communities Against Violence in the Home, YWCA (now The Center for Family Justice) Steering Committee 1996-8
- Congregation for Humanistic Judaism, Board Member & Publicity Director 2012-2014
- Fairfield Recreation Department Soccer Coach, 2011-2013; FUSA Soccer Team Manager, 2013-present

Index

Documents for Collective Bargaining Agreement between IAFF Local 1426 (Firefighters) and the Town of Fairfield

<u>Pages</u>	<u>Document</u>
1 - 3	Tentative Agreement Summary
4 – 6	Tentative Agreement
7 – 8	Health Plan Changes
9	Contract Cost Analysis

Memorandum

To: Members of the Representative Town Meeting
From: Town Negotiating Committee
Date: July 15, 2015
Re: Collective Bargaining Agreement between the IAFF Local 1426 and the Town of Fairfield

Attached is the Tentative Agreement that finalizes the negotiation for a successor Collective Bargaining Agreement between the Town and the Fire Union, IAFF, Local 1426.

Background:

IAFF, Local 1426 represents all Fairfield Fire Department uniformed and investigatory employees, Fire Master Mechanic, Fire Mechanic, and excludes the Deputy Chief and Chief of the Department.

Number of Members	Total Base Salary	Total Overtime Salary	Total Combined Health Care
94	6,670,085	3,012,901	2,123,127

The current collective bargaining agreement has effective dates of July 1, 2010 – June 30, 2013 and, per Connecticut General Statutes, remains in effect until a successor agreement is reached.

Terms of the Agreement:

Duration:

The agreement is a four year agreement: July 1, 2013 – June 30, 2017

Language Changes effective upon ratification:

Article V – References to Public Act 84-532 shall be amended to reflect the appropriate Connecticut General Statute reference.

Article VI, Section 1 – Step Two review shall be changed from the Board of Fire Commissioners to the Human Resources Director or designee.

Article VI, Section 1 – The Chief and the Human Resources Director shall have fourteen (14) days to respond to a Union grievance.

Article VIII, Section 1 – probation period for new hires is extended from six (6) months from date of hire to twelve (12) months from date of hire.

Article XX, Section 1 – The work schedule shall be amended from the current 3 on, 3 off, 3 nights on, 3 nights off, to a 24 on, 24 off, 24 on, 120 off.

Article XXIII, New Section – Line of Duty funeral benefit shall be \$20,000.

Article XXV, Section 7 – Weights of promotion exam shall be 60 % oral and 40 % written.

Article XXVIII – Reference to Public Act 159 shall be amended to reference the appropriate Connecticut General Statute.

Article XXIX, New Section – Employees who have take home vehicles shall not use such vehicles for personnel use.

Article XXX, New Language – Employees who are provisionally promoted or laterally transferred for any period of time less than twelve (12) full months shall retire at the pay of the position of the employee's permanent position.

Article XXXVIII – The residency requirement of 30 miles from the closest Fairfield Fire station to an employee's house shall be removed except for those who have positions that require take home vehicles. Any employee living outside the 30 mile limit is not eligible for a position that requires a take home vehicle.

Appendix C, Section 8 e – Night shift hiring shall not commence until 1500 hours (currently 1600 hours).

Appendix C, Section 10 – The Town shall have the right to make reasonable corrections for overtime hiring errors including returning officers who were not hired to their place on the overtime list.

Appendix D – The Town shall have the right to remove any reference to job descriptions that are not part of the bargaining unit from the Collective Bargaining Agreement (i.e. Deputy Chief).

Wages (retroactive):

2013-2014	2.49%
2014-2015	2.49%
2015-2016	2.49%
2016-2017	2.49%

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	8.5%
---------	------

2015 – 2016	13%
-------------	-----

2016 – 2017	13%
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OPEB Increase:

Current	1.5%
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2015-2016:	1.0% (2.5%)
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2016-2017:	.75% (3.25%)
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Article XXIII, Section 3 – eligible dependents for retiree insurance shall be limited to the spouse at the time of retirement and any naturally born child to the retiree.

Pension Changes:

Increase Pension Contribution

Current:	4.5%
----------	------

2015-2016:	.25% (4.75%)
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Article XXX, Section 6 – Limit military buyback to a maximum of three (3) years; currently there is no cap.

Tentative Agreement

June 15, 2015

The Town of Fairfield ("Town") and IAFF, Local 1426 ("Union") hereby agree that this document shall be considered full and final settlement of their collective bargaining agreement effective July 1, 2013 through June 30, 2017 as follows:

1. There shall be a general wage increase, retroactive to July 1, 2013, of the following percentages:

Year	Percentage
7/1/13 – 6/30/14	2.49 %
7/1/14 – 6/30/15	2.49 %
7/1/15 – 6/30/16	2.49 %
7/1/16 – 6/30/17	2.49 %

2. Union members shall make additional contributions to the pension as follows (not retroactive):

Year	Percentage
7/1/15 – 6/30/16	0.25%

3. Union members shall make additional contributions to OPEB as follows (not retroactive): These contributions are in lieu of cost-share upon retirement. When the fire unit's OPEB actuary funding level reaches 80% employee contribution will return to 1.50%.

Year	Percentage
7/1/15 – 6/30/16	1.00%
7/1/16 – 6/30/17	0.75%

4. The base health plan for the Town shall be the PPO medical plan with co-pays per Exhibit A. There shall be no change to the current Summary Plan Document, other than those detailed in Exhibit A.

5. Health care cost share as follows based on the "blended rate" (not retroactive):

Year	Percentage
7/1/15 – 6/30/16	13.00 %
7/1/16 – 6/30/17	13.00 %

6. Effective June 30, 2017 only dependents at time of retirement and retirees' natural born children thereafter shall be eligible for retiree health.
7. Take home vehicles shall only be used for commuting to and from work and responding to emergencies. Take home vehicles shall not be used for personal business. Remove any residency requirements for personnel not issued department vehicles.
8. The Town shall be allowed to make reasonable corrections for overtime hiring errors that shall include an officer who is not notified of an overtime assignment the ability to work the next overtime assignment and to be returned to their place on the overtime list prior to the mistake.
9. Any reference to job descriptions for positions outside of the bargaining unit shall be removed from the CBA.
10. The workweek for employees in the bargaining unit performing firefighting duties shall not be more than an average of forty-two (42) hours, computed over a fiscal year. The work schedule shall be one ten (10) hour day shift (0800-1800) followed immediately by one fourteen hour night shift (1800-0800). There shall be twenty-four hours off, followed by one ten (10) hour day shift (0800-1800) followed immediately by one fourteen hour night shift (1800-0800) followed by one hundred twenty hours off, repeat. There shall remain a four-platoon system. Upon implementation of the new schedule, vacation carryover shall only be permitted when a sick or injury occurrence exists and prohibits usage. The parties shall agree to a review matrix to determine the effect of the system. If the matrix goals are not met, the schedule shall revert to a 24/72 schedule effective close of business 6/30/17.
11. Employees who are either provisionally promoted or laterally transferred to any position which has a differential and subsequently retire while occupying said position for less than 12 months of such transfer shall retire at the base pay of their permanent position; employees shall only contribute to the pension plan based on their permanent position. Any employee who dies or becomes permanently disabled while in such position shall be eligible for retirement benefits at the higher rate.
12. Military buyback for employees hired after July 1, 2015 shall be capped at 3 years at 3 percent pension credit per year; all other aspects of Military buyback remain the same.
13. The probationary period for new hires in the rank of firefighter shall be 1 year from the date of employment.
14. Night shift hiring shall not commence until 1500 hours.
15. Line of Duty Death funeral benefit shall be \$20,000.

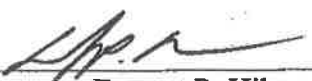
16. The Human Resource Director or their designee shall replace the Board of Fire Commissioners at Step 2 of the Grievance process.
17. Promotional Exams shall be weighted 60% Oral and 40% Written unless a test consultant believes the weights are not valid and cannot be supported in a validity study.
18. The Chief and the Human Resource Director or their designee shall have 14 days to respond to any Grievance.
19. The political activity language referencing Public Act 84-532 in Article V shall be amended to reflect current Connecticut General Statute.
20. The protected Union activities language referencing Public Act 84-532 in Article XXVIII shall be amended to reflect current Connecticut General Statute.
21. All other proposals and any existing grievances on this date by either party not referenced herein are hereby withdrawn. As soon as possible the parties shall assemble an agreed upon language document, which shall contain the above provisions as well as all other tentative agreements reached during negotiations. Such document shall be signed as a memorandum of understanding and submitted to the legislative authority for approval.

In Witness whereof, the parties have caused their names to be signed on this 15th day of June 2015.

Town of Fairfield

By: 
Michael Tetreau
First Selectman

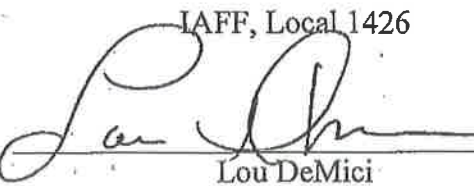
Town of Fairfield


Emmet P. Hibson, Jr.
Chief Spokesperson

IAFF, Local 1426

By: 
Christopher Tracy
President

IAFF, Local 1426

By: 
Lou DeMici
Staff Representative

Town of Fairfield

Fire (102)

Plan Change Options - Estimated Savings

Benefit Description	Current Plan				Town Fire Proposal - May, 2015			
	PPO		PPO Plan		PPO Plan		PPO Plan	
Medical Benefits - Anthem	In Network		Out of Network		In Network		Out of Network	
Deductible (ind/fam)	\$0		\$200/\$400/\$500		\$0		\$400/\$800/\$1,000	
Coinurance	0%		20%		0%		20%	
Out-of-Pocket Maximum ⁽¹⁾	\$0		\$600/\$1,200/\$1,500		\$3K/\$6K/\$9K		\$800/\$1,600/\$2,000	
Lifetime Maximum	Unlimited		Unlimited		Unlimited		Unlimited	
PCP Visit Copays	\$20		20% after ded.		\$25		20% after ded.	
Specialist Visit Copay	\$20		20% after ded.		\$30		20% after ded.	
Hospital Copay	\$150		20% after ded.		\$300		20% after ded.	
Urgent Care Copay	\$50		Not Covered		\$75		Not Covered	
Emergency Room Copay	\$100		\$100		\$200		\$200	
Outpatient Surgery Copay	\$0		20% after ded.		\$100		20% after ded.	
Well Child Care	\$0		20% after ded.		\$0		20% after ded.	
Periodic, Routine Health Exam	\$0		20% after ded.		\$0		20% after ded.	
Routine Eye Exams	\$0		20% after ded.		\$0		20% after ded.	
Routine OB/Gyn Exam	\$0		20% after ded.		\$0		20% after ded.	
Mammography	\$0		20% after ded.		\$0		20% after ded.	
Hearing Screening	\$0		20% after ded.		\$0		20% after ded.	
Outpatient MH/SA	\$20		20% after ded.		\$30		20% after ded.	
Diagnostic Lab and X-Ray (hosp affiliated)	\$0		20% after ded.		\$0		20% after ded.	
Diagnostic Lab and X-Ray (free standing)	\$0		20% after ded.		\$0		20% after ded.	
Allergy Services - Office Visit	\$20		20% after ded.		\$30		20% after ded.	
Allergy Services - Testing	No Copay		20% after ded.		No Copay		20% after ded.	
Allergy Services - Injections	No Copay for Injection		20% after ded.		No Copay for Injection		20% after ded.	
Semi-Private Room	\$150		20% after ded.		\$300		20% after ded.	
Inpatient MH/SA	\$150		20% after ded.		\$300		20% after ded.	
Skilled Nursing Facility	\$150		20% after ded.		\$300		20% after ded.	
Inpatient Rehabilitative Services	\$0		20% after ded.		\$0		20% after ded.	
High Cost Diagnostics ⁽²⁾	\$0		20% after ded.		\$0		20% after ded.	
Ambulance	\$0		\$0		\$0		\$0	
Outpatient Rehabilitative Services	\$20		20% after ded.		\$30		20% after ded.	
Durable Medical Equipment	\$0		20% after ded.		\$0		20% after ded.	
Estimated Medical Savings	na				-4.1%			

Town of Fairfield

Fire (102)

Plan Change Options - Estimated Savings

Benefit Description		Current Plan PPO		Town Fire Proposal - May, 2015 PPO Plan	
Benefit Description		PPO		PPO Plan	
Prescription Benefits ⁽³⁾					
Retail Generic		\$10		\$10	
Retail Brand Formulary		\$20		\$20	
Retail Brand Non-Formulary		\$35		\$35	
Mail Order Generic		\$20	20% after ded.	\$20	20% after ded.
Mail Order Brand Formulary		\$40		\$40	
Mail Order Brand Non-Formulary		\$70		\$70	
Rx Annual Maximum		Unlimited		Unlimited	
Rx Annual OOP Maximum		na	na	\$2K/\$2K/\$2K	na
Estimated Rx Savings		na		0.0%	

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

⁽²⁾ high cost diagnostic procedures include CAT, CTA, PET, SPECT, MRA and MRI

⁽³⁾ mandatory generic substitution and 30 day supply at retail

Town of Fairfield

FINAL

Cost Analysis - Participation in Revised PPO Plan @

100%

(Fire 102)

Post Change	Salary Base	Salary Overtime	Gross Base Healthcare	Healthcare Trend	Healthcare Plan Changes	Total Healthcare	EE Contributions	HSA Funding	ER	OPEB	Pension	TOTAL	Annual Change
2012/2013	\$6,670,085	\$3,012,901	\$2,166,438	\$0	\$0	\$2,166,438	\$173,315	\$0	\$0	\$100,051	\$300,154	\$11,275,904	
2013/2014	\$6,836,170	\$3,087,922	\$2,166,438	(\$43,311)	\$0	\$2,123,127	\$169,850	\$0	\$0	\$102,543	\$307,628	\$11,467,199	
Annual Change	\$166,085	\$75,021	\$0	(\$43,311)	\$0	(\$43,311)	(\$3,465)	\$0	\$0	\$2,491	\$7,474	\$191,295	1.70%
2014/2015	\$7,006,391	\$3,164,811	\$2,166,438	\$111,707	\$0	\$2,278,145	\$182,252	\$0	\$0	\$105,096	\$315,288	\$11,846,712	
Annual Change	\$170,221	\$76,889	\$0	\$155,018	\$0	\$155,018	\$12,402	\$0	\$0	\$2,553	\$7,660	\$379,513	3.31%
2015/2016	\$7,180,850	\$3,243,615	\$2,166,438	\$203,602	(\$78,691)	\$2,291,349	\$297,875	\$0	\$0	\$179,521	\$341,090	\$11,897,327	
Annual Change	\$174,459	\$78,804	\$0	\$91,895	(\$78,691)	\$13,204	\$115,624	\$0	\$0	\$74,425	\$25,803	\$50,615	0.43%
2016/2017	\$7,359,653	\$3,324,381	\$2,166,438	\$393,205	(\$84,987)	\$2,474,657	\$321,705	\$0	\$0	\$239,189	\$349,584	\$12,248,213	
Annual Change	\$178,803	\$80,766	\$0	\$189,603	(\$6,295)	\$183,308	\$23,830	\$0	\$0	\$59,667	\$8,493	\$350,886	2.95%
Contract Total	\$28,383,064	\$12,820,730	\$8,665,752	\$665,203	(\$163,678)	\$9,167,277	\$971,682	\$0	\$0	\$626,348	\$1,313,589	\$47,459,451	
Base Total	\$27,693,496	\$12,509,250	\$8,665,752	\$271,998	(\$78,691)	\$8,859,058	\$823,292	\$0	\$0	\$487,211	\$1,264,159	\$46,487,142	
Cum. Chg. (\$)	\$689,568	\$311,480				\$308,219	(\$148,390)			(\$139,137)	(\$49,430)	\$972,310	
Chg. (%)	2.49%	2.49%				3.48%	-18.02%			-28.56%	-3.91%		2.09%

Index

Documents for Collective Bargaining Agreement between Fairfield Police Union C.O.P.S. Local 550 and the Town of Fairfield

<u>Pages</u>	<u>Document</u>
1 - 3	Tentative Agreement Summary
4 – 5	Tentative Agreement
6 – 7	Health Plan Changes
8	Contract Cost Analysis

Memorandum

To: Members of the Representative Town Meeting
From: Town Negotiating Committee
Date: July 15, 2015
Re: Collective Bargaining Agreement between the C.O.P.S. Local 550 and the Town of Fairfield

Attached is the Tentative Agreement that finalizes the negotiation for a successor Collective Bargaining Agreement between the Town and the Police Union, C.O.P.S., Local 550.

Background:

C.O.P.S., Local 1426 represents all Fairfield Police Department uniformed and investigatory employees who have completed and excludes officers of the grade of Captain or above.

Number of Members	Total Base Salary	Total Overtime Salary	Total Combined Health Care
101	7,004,892	3,136,519	2,263,149

The current collective bargaining agreement has effective dates of July 1, 2010 – June 30, 2013 and, per Connecticut General Statutes, remains in effect until a successor agreement is reached.

Terms of the Agreement:

Duration:

The agreement is a four-year agreement: July 1, 2013 – June 30, 2017

Language Changes effective upon ratification:

Article III, Section 3.01 – Step Two review shall be changed from the Board of Fire Commissioners to the Human Resources Director or designee.

Article IV – Remove the language “or retirement” from CBA. This language is a seniority language provision and date of retirement is not relevant.

Article X, Section 10.01 – The Human Resources Director shall replace the Board of Police Commissioners as it relates to approving a leave of absence without pay.

Article XII, Section 12.08 – The Human Resources Director shall approve all requests for pay in lieu of vacation.

Article XIX, Section 19.02 – Reference to Public Act 91-81 shall be amended to reference the appropriate Connecticut General Statute.

Wages (retroactive):

2013-2014	2.49%
2014-2015	2.49%
2015-2016	2.49%
2016-2017	2.49%

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% (12% new hires)
2015 – 2016	13%
2016 – 2017	13%

OPEB Increase:

Current	1.5%
2015-2016:	1.0% (2.5%)
2016-2017:	.75% (3.25%)

Article XXIII, Section 3 – eligible dependents for retiree insurance shall be limited to the spouse at the time of retirement and any naturally born child to the retiree.

Pension Changes:

Increase Pension Contribution

Current: 4.5%

2015-2016: .25% (4.75%)

**Off the Record
Tentative Agreement
July 13, 2015**

The Town of Fairfield ("Town") and Fairfield Police Union C.O.P.S. Local 550 ("Union") hereby agree that this document shall be considered full and final settlement of their collective bargaining agreement effective July 1, 2010 through June 30, 2013 as follows:

1. The contract shall be four (4) years in duration, with effective dates of July 1, 2013 through June 30, 2017;
2. There shall be a general wage increase, retroactive to July 1, 2013, of the following percentages:

Year	Percentage
7/1/13 – 6/30/14	2.49%
7/1/14 – 6/30/15	2.49%
7/1/15 – 6/30/16	2.49%
7/1/16 – 6/30/17	2.49%

3. Union members shall make additional contributions to pension as follows (not retroactive):

Year	Percentage
Effective 7/1/15	0.25%

4. Union members shall make additional contributions to OPEB as follows (not retroactive): These contributions are in lieu of cost-share upon retirement. When the police unit's OPEB actuary funding level reaches 80% employee contribution will return to 1.5%.

Year	Percentage
7/1/15 – 6/30/16	1.00%
7/1/16 – 6/30/17	0.75%

5. The base health plan for the Town shall be the PPO medical plan with co-pays per Exhibit A (identical to Fire Plan Design). There will be no change to the current Summary Plan Document, other than those detailed in Exhibit A.
6. Health Care cost share for ALL employees (regardless of date of hire) as follows based on the "blended rate" (not retroactive):

Year	Percentage
7/1/15 – 6/30/16	13.00%
7/1/16 – 6/30/17	13.00%

7. Effective and retroactive to July 1, 2013, only dependents at time of retirement and retirees' natural born children thereafter shall be eligible for retiree health.
8. The grievance procedure shall be amended to replace the Board of Police Commissioners with the Human Resources Director or designee and time frame shall be changed from thirty (30) days to ten (10) days, with only the Union able to file to arbitration.
9. Replace the Board of Police Commissioners with the Director of Human Resources or designee as it relates to the Leave of Absence requests in Article X.
10. Requests for vacation payout must be approved by the Human Resources Director or designee.

In Witness whereof, the parties have caused their names to be signed on this 13th day of July 2015.

Town of Fairfield

C.O.P.S., Local 550

By:



Michael Tetreau
First Selectman

By:



Keith Broderick
President

Town of Fairfield

C.O.P.S., Local 550

By:



Emmet P. Hibson, Jr.
Chief Spokesperson

By:



Craig Manemeit
Chief Spokesperson

Town of Fairfield

Police (105)

Plan Change Options - Estimated Savings

Benefit Description	Current Plan			Town Police Proposal - May 2015		
	PPO			PPO Plan		
Medical Benefits - Anthem	In Network	Out of Network		In Network	Out of Network	
Deductible (ind/fam)	\$0	\$200/\$400/\$500		\$0	\$1,000/\$2,000/\$3,000	
Coinsurance	0%	20%		0%	20%	
Out-of-Pocket Maximum ⁽¹⁾	\$0	\$600/\$1,200/\$1,500		\$3K/\$6K/\$9K	\$3,000/\$6,000/\$9,000	
Lifetime Maximum	Unlimited	Unlimited		Unlimited	Unlimited	
PCP Visit Copays	\$20	20% after ded.		\$25	20% after ded.	
Specialist Visit Copay	\$20	20% after ded.		\$30	20% after ded.	
Hospital Copay	\$150	20% after ded.		\$300	20% after ded.	
Urgent Care Copay	\$50	Not Covered		\$75	Not Covered	
Emergency Room Copay	\$100	\$100		\$200	\$200	
Outpatient Surgery Copay	\$0	20% after ded.		\$100	20% after ded.	
Well Child Care	\$0	20% after ded.		\$0	20% after ded.	
Periodic, Routine Health Exam	\$0	20% after ded.		\$0	20% after ded.	
Routine Eye Exams	\$0	20% after ded.		\$0	20% after ded.	
Routine OB/Gyn Exam	\$0	20% after ded.		\$0	20% after ded.	
Mammography	\$0	20% after ded.		\$0	20% after ded.	
Hearing Screening	\$0	20% after ded.		\$0	20% after ded.	
Outpatient MH/SA	\$20	20% after ded.		\$30	20% after ded.	
Diagnostic Lab and X-Ray (hosp affiliated)	\$0	20% after ded.		\$0	20% after ded.	
Diagnostic Lab and X-Ray (free standing)	\$0	20% after ded.		\$0	20% after ded.	
Allergy Services - Office Visit	\$20	20% after ded.		\$30	20% after ded.	
Allergy Services - Testing	No Copay	20% after ded.		No Copay	20% after ded.	
Allergy Services - Injections	No Copay for Injection	20% after ded.		No Copay for Injection	20% after ded.	
Semi-Private Room	\$150	20% after ded.		\$300	20% after ded.	
Inpatient MH/SA	\$150	20% after ded.		\$300	20% after ded.	
Skilled Nursing Facility	\$150	20% after ded.		\$300	20% after ded.	
Inpatient Rehabilitative Services	\$0	20% after ded.		\$0	20% after ded.	
High Cost Diagnostics ⁽²⁾	\$0	20% after ded.		\$0	20% after ded.	
Ambulance	\$0	\$0		\$0	\$0	
Outpatient Rehabilitative Services	\$20	20% after ded.		\$30	20% after ded.	
Durable Medical Equipment	\$0	20% after ded.		\$0	20% after ded.	
Estimated Medical Savings	na			-4.1%		

PJ 6

Town of Fairfield Police (105)

Plan Change Options - Estimated Savings

Benefit Description		Current Plan PPO		Town Police Proposal - May 2015 PPO Plan	
Benefit Description	Prescription Benefits ⁽³⁾	PPO		PPO Plan	
Retail Generic		\$10		\$10	
Retail Brand Formulary		\$20		\$20	
Retail Brand Non-Formulary		\$35		\$35	
Mail Order Generic		\$20	20% after ded.	\$20	20% after ded.
Mail Order Brand Formulary		\$40		\$40	
Mail Order Brand Non-Formulary		\$70		\$70	
Rx Annual Maximum		Unlimited		Unlimited	
Rx Annual OOP Maximum		na	na	\$2K/\$2K/\$2K	na
Estimated Rx Savings		na		0.0%	

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

⁽²⁾ high cost diagnostic procedures include CAT, CTA, PET, SPECT, MRA and MRI

⁽³⁾ assumes mandatory generic substitution and 30 day supply at retail

Town of Fairfield

POLICE FINAL

Cost Analysis - Participation in Revised PPO Plan @

100%

Police (105)

Post Change	Salary Base	Salary Overtime	Gross Base Healthcare	Healthcare Trend	Healthcare Plan Changes	Total Healthcare	EE Contributions	HSA Funding	OPEB	Pension	TOTAL	Annual Change
2012/2013	\$7,401,608	\$2,738,493	\$2,193,989	\$0	\$0	\$2,193,989	\$243,651	\$0	\$111,024	\$333,072	\$11,646,343	
2013/2014	\$7,585,908	\$2,806,681	\$2,193,989	(\$43,863)	\$0	\$2,150,126	\$238,780	\$0	\$113,789	\$341,366	\$11,848,781	
Annual Change	\$184,300	\$68,188	\$0	(\$43,863)	\$0	(\$43,863)	(\$4,871)	\$0	\$2,765	\$8,294	\$202,439	1.74%
2014/2015	\$7,774,797	\$2,876,568	\$2,193,989	\$20,651	\$0	\$2,214,640	\$245,944	\$0	\$116,622	\$349,866	\$12,153,574	
Annual Change	\$188,889	\$69,886	\$0	\$64,514	\$0	\$64,514	\$7,164	\$0	\$2,833	\$8,500	\$304,792	2.57%
2015/2016	\$7,968,390	\$2,948,194	\$2,193,989	\$110,023	(\$76,535)	\$2,227,477	\$289,572	\$0	\$199,210	\$378,499	\$12,276,781	
Annual Change	\$193,592	\$71,627	\$0	\$89,372	(\$76,535)	\$12,837	\$43,628	\$0	\$82,588	\$28,633	\$123,207	1.01%
2016/2017	\$8,166,802	\$3,021,604	\$2,193,989	\$294,344	(\$82,658)	\$2,405,675	\$312,738	\$0	\$265,421	\$387,923	\$12,628,000	
Annual Change	\$198,413	\$73,410	\$0	\$184,321	(\$6,123)	\$178,198	\$23,166	\$0	\$66,211	\$9,425	\$351,219	2.86%
Contract Total	\$31,495,897	\$11,653,048	\$8,775,956	\$381,156	(\$159,193)	\$8,997,919	\$1,087,033	\$0	\$695,041	\$1,457,653	\$48,907,136	
Base Total	\$30,730,703	\$11,369,937	\$8,775,956	\$86,812	(\$76,535)	\$8,786,233	\$1,017,947	\$0	\$540,544	\$1,402,803	\$47,925,478	
Cum. Chg. (\$)	\$765,194	\$283,111		\$211,686	(\$69,087)				(\$154,397)	(\$54,851)	\$981,658	
Chg. (%)	2.49%	2.49%		2.41%	-6.79%				-28.56%	-3.91%		2.05%

pg 8

From: **Pamela Iacono** <pamelaiacono4fairfield@gmail.com>
Date: Thu, Jul 16, 2015 at 2:59 PM
Subject: Union Contract Approval Deadline
To: "ffldrtm@gmail.com"
Cc: "Roche, Ann" <ARoche@fairfieldct.org>, Betsy Browne <BBrowne@fairfieldct.org>

Dear All,

There was a question regarding how long the RTM has to consider the Police and Fire contracts. This has been answered by Emmet Hibson, the Town's Labor Attorney handling these matters. Please see below.

Pamela Iacono
Moderator, RTM
Representative, District 9
[203-254-2641](tel:203-254-2641)
pamelaiacono4fairfield@gmail.com
Facebook: Pamela Iacono District 9

From: Emmet Hibson
Sent: Thursday, July 16, 2015 1:01 PM
To: Tetreau, Mike
Subject: Re: contract approval deadline

Mike:

The statutory requirements is that notice be provided to the legislative body within 14 days of reaching an agreement and that the legislative body act within 30 days of the notice.

The agreement called for the Town to submit to the RTM for its July meeting so the July meeting is within the deadline regardless of the actual date of the meeting.

Emmet

From: "Tetreau, Mike"
Date: Thursday, July 16, 2015 at 12:21 PM
To: Emmet Hibson
Subject: contract approval deadline

What is the deadline for approval by the RTM for each contract?

Michael Tetreau
First Selectman
Town of Fairfield
725 Old Post Road
Fairfield, CT 06824

Union Contract Data by Year (Dollars in 000's)													
FAIRFIELD FIRE UNION MEMBERS ONLY													
Contract Year Ending	Nbr of Mem- bers	Salary**				Medical			Total Salary + Medical				
		Total Salary (w/o OT)		Pct Chg.	Total Salary + OT	Pct Chg.	Total Health Benefits	Pct Chg.	Pct. of Ttl. Sal. + OT	Total Salary + Medical	Pct Chg.	Total Salary + OT + Med	Pct Chg.
2010 (Actual)	77	\$5,231			\$7,708		\$1,375		17.83%	\$6,606		\$9,083	
2011 (Actual)	81	\$5,435		3.90%	\$8,494	10.20%	\$1,602	16.55%	18.86%	\$7,037	6.53%	\$10,096	11.16%
2012 (Actual)	82	\$5,600		3.04%	\$8,362	-1.55%	\$1,776	10.84%	21.23%	\$7,376	4.81%	\$10,138	0.41%
2013 (Actual)	90	\$6,116	(1)	9.21%	\$10,105	20.84%	\$1,932	8.82%	19.12%	\$8,048	9.12%	\$12,037	18.74%
2014 (Actual)	94	\$6,754		10.43%	\$10,301	1.94%	\$1,868	-3.31%	18.14%	\$8,622	7.13%	\$12,169	1.10%
2015 (Actual)	94	\$6,573		-2.68%	\$10,197	-1.01%	\$1,854	-0.76%	18.18%	\$8,427	-2.26%	\$12,051	-0.97%
2016 (Prop)	94	\$6,737		2.49%	\$10,451	2.49%	\$1,995	7.59%	19.09%	\$8,731	3.61%	\$12,445	3.27%
2017 (Prop)	94	\$6,904		2.49%	\$10,711	2.49%	\$2,154	8.00%	20.11%	\$9,059	3.75%	\$12,865	3.37%

** Includes Base Salary plus step increases, longevity wage premiums, and longevity annual bonuses. Does not include pension, OPEB, etc.

(1) New contract settled 11/24/2013. Includes retroactive pay.

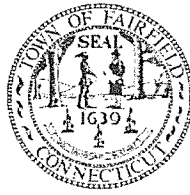
Union Contract Data by Year (Dollars in 000's)													
FAIRFIELD POLICE UNION MEMBERS ONLY													
Contract Year Ending	Nbr of Mem- bers	Salary**					Medical			Total Salary + Medical			
		Total Salary (w/o OT)		Pct Chg.	Total Salary + OT	Pct Chg.	Total Health Benefits	Pct Chg.	Pct. of Ttl. Sal. + OT	Total Salary + Medical	Pct Chg.	Total Salary + OT + Med	Pct Chg.
2010 (Actual)	90	\$5,620			\$7,727		\$1,594		20.63%	\$7,214		\$9,321	
2011 (Actual)	94	\$6,210		10.50%	\$8,716	12.80%	\$1,846	15.81%	21.18%	\$8,056	11.67%	\$10,562	13.31%
2012 (Actual)	94	\$6,321		1.79%	\$8,713	-0.03%	\$2,058	11.47%	23.62%	\$8,379	4.01%	\$10,771	1.98%
2013 (Actual)	94	\$6,973	(1)	10.31%	\$9,875	13.34%	\$2,023	-1.72%	20.48%	\$8,996	7.36%	\$11,898	10.46%
2014 (Actual)	97	\$6,885		-1.26%	\$9,799	-0.77%	\$1,927	-4.73%	19.67%	\$8,812	-2.04%	\$11,726	-1.44%
2015 (Actual)	103	\$6,929		0.64%	\$10,010	2.15%	\$2,031	5.42%	20.29%	\$8,960	1.68%	\$12,041	2.69%
2016 (Prop)	103	\$7,102		2.49%	\$10,259	2.49%	\$2,186	7.59%	21.30%	\$9,287	3.65%	\$12,445	3.35%
2017 (Prop)	103	\$7,278		2.49%	\$10,515	2.49%	\$2,360	8.00%	22.45%	\$9,639	3.79%	\$12,875	3.46%

** Includes Base Salary plus step increases, longevity wage premiums, and longevity annual bonuses. Does not include pension, OPEB, etc.

(1) New contract settled 2/25/2013. Includes retroactive pay.

**TOWN OF FAIRFIELD
LEGAL FEES PAID RELATING TO POLICE & FIRE NEGOTIATIONS
KAINEN, ESCALERA & MCHALE, P.C. AND ATTORNEY EMMET HIBSON
FISCAL YEARS 2013 THROUGH 2015**

	KAINEN, ESCALERA & MCHALE, P.C.		ATTORNEY EMMET HIBSON	
<u>FISCAL YEAR</u>	<u>POLICE</u>	<u>FIRE</u>	<u>POLICE</u>	<u>FIRE</u>
2013	\$ 110,598.00	\$ 14,846.00	\$ -	\$ -
2014	\$ 25,317.00	\$ 22,082.50	\$ -	\$ -
2015	\$ 459.00	\$ 972.00	\$ 17,500.00	\$ 17,500.00
	<u>\$ 136,374.00</u>	<u>\$ 37,900.50</u>	<u>\$ 17,500.00</u>	<u>\$ 17,500.00</u>



Town of Fairfield

Fairfield, Connecticut 06824

Stanton H. Lesser
Town Attorney

July 23, 2015

Pamela Iacono, Moderator
Fairfield Representative Town Meeting
Independence Hall
Fairfield, CT 06824

RE: Pension Plan

Dear Ms. Iacono

Your email of July 21, 2015 has been referred to me for a response. You have asked for clarification regarding the pension options for new non-union hires.

The town's pension plan (retirement system) is governed by Chapter 37 of the Fairfield Town Code. Section 37-4 B. of the Code provides:

Any person who becomes a full-time employee after March 15, 1966, shall become a member of the retirement system if he qualifies in accordance with the rules and regulations of the Retirement Board.

Note the use of the word "shall" which denotes that this is mandatory, not discretionary.

"Full-time employee" is defined in "The Retirement Program for the Employees of the Town of Fairfield" as:

...any regular full-time paid employee of the Town of Fairfield, Connecticut whose position is not temporary or seasonal, and whose regular duties require a minimum of twenty (20) hours of employment per week...

You had specifically referenced Brian Carey, our new Conservation director. He clearly fits the criteria set forth in both the ordinance and the regulations, and is therefore entitled to be a member of the town retirement system.

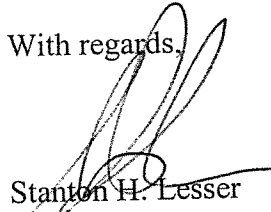
July 23, 2015

Pamela Iacono, Moderator
Fairfield Representative Town Meeting
Independence Hall
Fairfield, CT 06824
Page Two

The only way to change this for new non-union employees would be to amend the ordinance and regulation.

If you have any further questions, please feel free to contact me.

With regards,



Stanton H. Lesser
Town Attorney

Index of Supporting Documents for Tentative Agreement between Town and Fire

<u>Document</u>	<u>Title and Description</u>
1	Municipal Labor and Finance Data Reporter, June 2015, pages 2-3 Please see general wage schedule by arbitration and negotiation settlements. Please note that averages are for both affluent and non-affluent communities with affluent communities having significantly higher wage increases than non-affluent communities. Fairfield would be considered an affluent community by arbitrators.
2	Bureau of Labor Statistics – News Release Employment Cost Index March 2015 Latest quarterly news release providing compensation cost changes for all classes of workers: Civilian, Private Industry, and State and Local Government workers.
3	Bureau of Labor Statistics – Table 10 Employment Cost Index for wages and salaries for private industry workers with union bargaining status Illustrates wage and salary percentage change in years 2001 to 2015 for Private industry workers with union bargaining status.
4	Bureau of Labor Statistics – Table 10 Employment Cost Index for wages and salaries for private industry workers in service industries Illustrates wage and salary percentage change in years 2001 to 2015, for Private industry workers in service industries. Police and Fire are considered service industry workers.
5	Bureau of Labor Statistics – Table 10 Employment Cost Index for wages and salaries for private industry workers by non-union bargaining status and by region Illustrates wage and salary percentage change in years 2001 to 2015, for Private industry workers by non-union bargaining status and by region.
6	Bureau of Labor Statistics – Table 11 Employment Cost Index for wages and salaries for private industry workers by service occupations Illustrates wage and salary percentage change in years 2001 to 2015, for Private industry workers by service occupations.
7	Bureau of Labor Statistics – Table 7 Employment Cost Index for State and Local Government Workers by occupational group and industry Illustrates compensation, wages, and benefit costs for 12-month period ending March 2015 over 12-month period ending March 2014, for State and Local Government workers by occupational group and industry.

- 8 **Bureau of Labor Statistics Data - Employment Cost Index for all Civilian workers in all industries and occupations**
Illustrates 10 year annual and 12 month percentage change in compensation for the 10.25 years from 2005 to 2015 for all Civilian workers in all industries and occupations.
- 9 **Bureau of Labor Statistics Data - Employment Cost Index for Private Industry workers in all industries and occupations**
Illustrates 10 year annual and 12 month percentage change for the 10.25 years from 2005 to 2015 all Private industry workers in all industries and occupations.
- 10 **Bureau of Labor Statistics – Table 10 Employment Cost Index wages and salaries, for private industry workers, by bargaining status and census region and division**
Illustrates compensation, wages, and benefit costs for 12-month period ending March 2015 over 12-month period ending March 2014, for private industry workers, by bargaining status and census region and division.
- 11 **Business Insider – Analysis of Bureau of Labor Statistics Employment Cost Data issued for First Quarter 2015**
Explains Employment Cost Index (ECI) as best measure of labor costs. Discusses ECI cost increasing at strong pace for four consecutive quarters and forecasts further acceleration.

In summary, based upon the data, the Town's annual average increase of approximately 2% per year for Police and Fire personnel is consistent or below current market conditions. Based upon the forecast of accelerating wages, a four year average of 2% would be considered very favorable, as for the 4 year period ending 2017, the average for the comparative data would be projected to be higher.

Summary of Interest Arbitration Awards

Poquonnock Bridge Fire District - and - IAFF, Local 2704 Case No. 2013-MBA-123 Date of Award: 05/12/15	Arbitration Panel: M. Jackson Webber, Esq. (Panel Chair) David Ryan, Sr. (Management Panel Member) Thomas D. Scorpio (Labor Panel Member) Appearances: Michael E. Satti, Esq. (District) Eric W. Chester, Esq. (Union)
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Final Offers

Issues	Employer	Union	Awarded To
Issue 1 Salary and Compensation	<u>DISTRICT'S LAST BEST OFFER:</u> "Effective July 1, 2012: 1.75%"	<u>UNION'S LAST BEST OFFER:</u> "For the period July 1, 2012 to June 30, 2013 each and every position on the salary schedule in effect on June 30, 2013 shall be increased by two percent (2%) retroactive to July 1, 2012."	District (Union dissents)
Issue 2 Salary and Compensation	<u>DISTRICT'S LAST BEST OFFER:</u> "Effective July 1, 2013: 2.25%"	<u>UNION'S LAST BEST OFFER:</u> "For the period July 1, 2013 to June 30, 2014 each and every position on the salary schedule in effect on June 30, 2013 shall be increased by two and one-half percent (2.5%) retroactive to July 1, 2013."	District (Union dissents)
Issue 3 Salary and Compensation	<u>DISTRICT'S LAST BEST OFFER:</u> "Effective July 1, 2015: 3.0%"	<u>UNION'S LAST BEST OFFER:</u> "For the period July 1, 2015 to June 30, 2016 each and every position on the salary schedule in effect on June 30, 2015 shall be increased by three percent (3%)."	District (Union dissents)

List of Arbitration Cases Imposed

The following is a list of arbitration cases imposed by the State Board of Mediation and Arbitration since the last issue of the *Data Reporter* (May 2015).

Case Number	Employer	Bargaining Unit	Union	Date of Award
2015-MBA-89	Ellington Board of Education	Ellington Educational Support Staff	Bookkeepers/Secretaries	5/20/2015

Average General Wage Increases

General Wage Increase by Fiscal Year: Arbitration Awards

The following are select summary statistics related to all arbitration awards reported to CCM from January 1, 2010. Each month the data below will be updated to reflect new settlements received by CCM.

	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17
Average	1.76%	1.87%	1.85%	2.03%	2.18%	2.13%	2.25%
Minimum	0.00%	0.00%	0.00%	0.00%	1.00%	1.25%	2.25%
Maximum	3.25%	3.50%	3.00%	2.75%	3.00%	2.75%	2.25%
Sample Size	25	26	20	17	14	6	1

General Wage Increase by Fiscal Year: Negotiated Settlements

The following are select summary statistics related to all negotiated settlements reported in the Data Reporter from January 1, 2010. Each month the data below will be updated to reflect new settlements received by CCM. For information regarding a particular municipal settlement, please contact CCM.

	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18
Average	2.03%	2.11%	2.05%	2.28%	2.35%	2.13%	2.12%
Minimum	0.00%	0.00%	0.00%	1.00%	0.00%	1.50%	1.75%
Maximum	5.66%	8.56%	3.50%	3.76%	3.02%	2.66%	2.25%
Mode	2.00%	2.00%	2.00%	2.00%	2.00%	2.66%	2.25%
Sample Size	295	289	235	170	98	22	5

Number of Wage Freezes Achieved: Negotiation Versus Arbitration

The following are the number of wage freezes reported in the Data Reporter from January 1, 2010. It is important to note that for negotiated settlements, the number reflects only those contracts received by CCM and reported in the Data Reporter and corresponds to the sample sizes in the preceding tables. Each month the data below will be updated to reflect new settlements received by CCM. For information regarding a particular municipal settlement, please contact CCM.

	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18
Negotiated	59	54	25	14	0	1	0
Arbitration	5	6	3	1	0	0	0

RECENT CONTRACT SETTLEMENTS

Contract Change Highlights

The following are contract change highlights of particular interest to municipal employers. Complete and detailed data for these, as well as other contracts, is available upon request by subscribers through CCM's Municipal Labor Relations Data Service.



NEWS RELEASE



Transmission of material in this release is embargoed until
8:30 a.m. (EDT) Thursday, April 30, 2015

USDL-15-0757

Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/ect
Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – MARCH 2015

Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending March 2015, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.7 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.6 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Mar. 2013-Mar. 2015

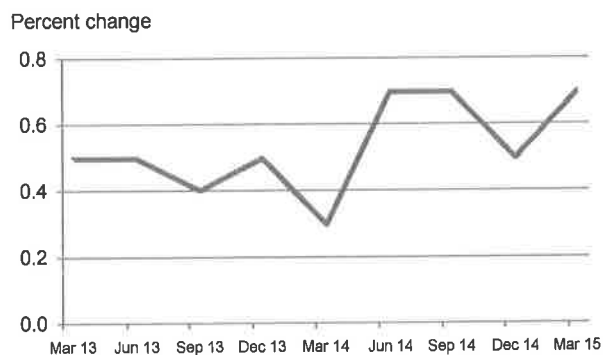
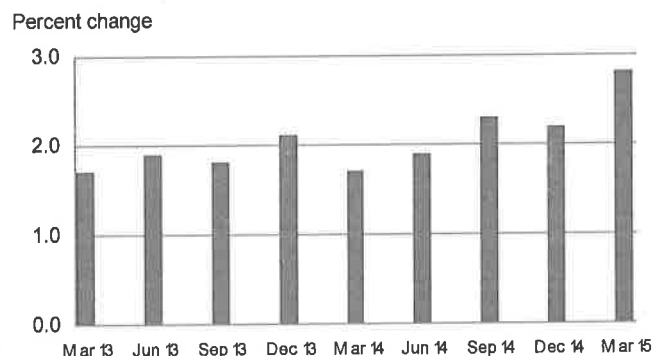


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, private industry, wages and salaries, Mar. 2013-Mar. 2015



Civilian Workers

Compensation costs for civilian workers increased 2.6 percent for the 12-month period ending March 2015, rising from the March 2014 increase in compensation costs of 1.8 percent. **Wages and salaries** increased 2.6 percent for the 12-month period ending March 2015, which was higher than the 1.6-percent increase in March 2014. **Benefit costs** increased 2.7 percent for the 12-month period ending March 2015, compared with a 2.1-percent increase for the 12-month period ending March 2014. (See tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.8 percent over the year, higher than the March 2014 increase of 1.7 percent. **Wages and salaries** increased 2.8 percent for the current 12-month period ending March 2015, also higher than the March 2014 increase of 1.7 percent. The cost of **benefits** rose 2.6 percent for the 12-month period ending March 2015, which was higher than March 2014, when

the increase was 1.8 percent. (See tables A, 5, 9, and 12.) Employer costs for **health benefits** increased 2.5 percent over the year. The 12-month percent change for March 2014 was an increase of 2.4 percent.

Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending March 2015 ranged from 2.3 percent for natural resources, construction, and maintenance occupations and service occupations to 3.4 percent for sales and office occupations.

Among **industry supersectors**, compensation cost increases for private industry workers for the current 12-month period ranged from 1.8 percent for construction to 6.1 percent for information.

State and Local Government Workers

Compensation costs for state and local government workers increased 2.1 percent for the 12-month period ending March 2015, compared with a 1.9-percent increase for March 2014. **Wages and salaries** increased 1.8 percent for the 12-month period ending March 2015. In March 2014, the increase was 1.2 percent. **Benefit costs** increased 2.8 percent in March 2015. In March 2014, the increase was 3.0 percent. (See tables A, 7, 11, and 12.)

The Employment Cost Index for June 2015 is scheduled to be released on Friday, July 31, 2015, at 8:30 a.m. (EDT).

Information in this release will be made available to sensory impaired individuals upon request—Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339

This release incorporates annual revisions in seasonally adjusted Employment Cost Index (ECI) data for total compensation, wages and salaries, and benefit costs. Seasonally adjusted data for 2010-2014 were revised to reflect updated seasonal factors. For further information on seasonal adjustment, see the technical note.

BLS news releases, including the ECI, are available through an e-mail subscription service at: www.bls.gov/bls/list.htm.

Upcoming Changes to News Release Format

There will be some changes to the format of this news release beginning with the June 2015 ECI release. The changes include the addition of several charts to the analysis section and some minor changes to the tables. For further information, see www.bls.gov/ect/#notices on or after Monday, May 4, 2015.

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Bargaining status												
Union												
2001	86.5	87.4	88.3	89.6	0.7	1.0	1.0	1.5	3.6	3.7	3.5	4.3
2002	90.2	91.1	91.9	92.6	.7	1.0	.9	.8	4.3	4.2	4.1	3.3
2003	93.0	93.8	94.4	94.9	.4	.9	.6	.5	3.1	3.0	2.7	2.5
2004	95.6	96.4	97.1	97.6	.7	.8	.7	.5	2.8	2.8	2.9	2.8
2005	97.9	98.7	99.5	100.0	.3	.8	.8	.5	2.4	2.4	2.5	2.5
2006	100.3	101.2	101.7	102.3	.3	.9	.5	.6	2.5	2.5	2.2	2.3
2007	102.8	103.7	104.4	104.7	.5	.9	.7	.3	2.5	2.5	2.7	2.3
2008	105.5	106.7	107.4	108.1	.8	1.1	.7	.7	2.6	2.9	2.9	3.2
2009	108.8	109.6	110.2	110.9	.6	.7	.5	.6	3.1	2.7	2.6	2.6
2010	111.5	112.1	112.7	112.9	.5	.5	.5	.2	2.5	2.3	2.3	1.8
2011	113.6	114.0	114.6	114.9	.6	.4	.5	.3	1.9	1.7	1.7	1.8
2012	115.6	116.2	116.9	117.4	.6	.5	.6	.4	1.8	1.9	2.0	2.2
2013	118.4	119.0	119.6	119.8	.9	.5	.5	.2	2.4	2.4	2.3	2.0
2014	120.5	121.2	122.1	123.1	.6	.6	.7	.8	1.8	1.8	2.1	2.8
2015	123.7	—	—	—	.5	—	—	—	2.7	—	—	—
Blue-collar occupations ^{1,2}												
2001	87.1	88.1	89.0	90.1	.6	1.1	1.0	1.2	3.9	4.0	3.6	4.0
2002	90.6	91.6	92.4	93.0	.6	1.1	.9	.6	4.0	4.0	3.8	3.2
2003	93.3	94.2	94.7	95.3	.3	1.0	.5	.6	3.0	2.8	2.5	2.5
2004	95.8	96.6	97.4	97.7	.5	.8	.8	.3	2.7	2.5	2.9	2.5
2005	97.8	98.7	99.4	100.0	.1	.9	.7	.6	2.1	2.2	2.1	2.4
2006	100.2	101.1	101.5	101.9	.2	.9	.4	.4	2.5	2.4	2.1	1.9
Goods-producing industries ³												
2001	87.2	88.2	88.9	89.5	.8	1.1	.8	.7	3.9	4.1	3.5	3.5
2002	90.0	90.9	91.7	92.4	.6	1.0	.9	.8	3.2	3.1	3.1	3.2
2003	92.9	94.0	94.5	95.0	.5	1.2	.5	.5	3.2	3.4	3.1	2.8
2004	95.4	96.3	96.9	97.1	.4	.9	.6	.2	2.7	2.4	2.5	2.2
2005	97.5	98.5	99.2	100.0	.4	1.0	.7	.8	2.2	2.3	2.4	3.0
2006	100.5	101.6	101.9	102.3	.5	1.1	.3	.4	3.1	3.1	2.7	2.3
2007	102.7	103.6	104.3	104.3	.4	.9	.7	.0	2.2	2.0	2.4	2.0
2008	105.2	106.4	107.1	107.7	.9	1.1	.7	.6	2.4	2.7	2.7	3.3
2009	108.2	108.8	109.5	109.8	.5	.6	.6	.3	2.9	2.3	2.2	1.9
2010	110.2	110.7	111.1	111.2	.4	.5	.4	.1	1.8	1.7	1.5	1.3
2011	111.7	112.1	112.8	112.9	.4	.4	.6	.1	1.4	1.3	1.5	1.5
2012	113.5	113.8	114.4	115.0	.5	.3	.5	.5	1.6	1.5	1.4	1.9
2013	115.7	115.9	116.8	117.0	.6	.2	.8	.2	1.9	1.8	2.1	1.7
2014	117.7	118.2	119.0	119.5	.6	.4	.7	.4	1.7	2.0	1.9	2.1
2015	119.9	—	—	—	.3	—	—	—	1.9	—	—	—
Manufacturing												
2001	87.3	88.1	88.8	89.7	.9	.9	.8	1.0	3.8	4.0	3.5	3.7
2002	90.3	90.8	91.6	92.5	.7	.6	.9	1.0	3.4	3.1	3.2	3.1
2003	93.3	94.2	94.5	95.0	.9	1.0	.3	.5	3.3	3.7	3.2	2.7
2004	95.5	96.2	97.0	97.1	.5	.7	.8	.1	2.4	2.1	2.6	2.2
2005	97.6	98.3	99.0	100.0	.5	.7	.7	1.0	2.2	2.2	2.1	3.0
2006	100.6	101.2	101.4	101.7	.6	.6	.2	.3	3.1	3.0	2.4	1.7
2007	102.0	102.5	102.9	102.6	.3	.5	.4	-.3	1.4	1.3	1.5	.9
2008	103.4	104.4	104.9	105.5	.8	1.0	.5	.6	1.4	1.9	1.9	2.8

See footnotes at end of table.

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status — Continued

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Manufacturing												
2009	106.0	106.4	107.0	107.3	0.5	0.4	0.6	0.3	2.5	1.9	2.0	1.7
2010	107.8	108.2	108.6	108.7	.5	.4	.4	.1	1.7	1.7	1.5	1.3
2011	109.4	109.8	110.6	110.7	.6	.4	.7	.1	1.5	1.5	1.8	1.8
2012	111.5	111.8	112.1	112.5	.7	.3	.3	.4	1.9	1.8	1.4	1.6
2013	113.5	113.9	114.4	114.8	.9	.4	.4	.3	1.8	1.9	2.1	2.0
2014	115.6	116.2	116.7	116.9	.7	.5	.4	.2	1.9	2.0	2.0	1.8
2015	117.8	—	—	—	.8	—	—	—	1.9	—	—	—
Blue-collar occupations^{1,2}												
2001	87.4	88.1	88.8	89.7	1.0	.8	.8	1.0	3.9	4.0	3.5	3.7
2002	90.2	90.8	91.6	92.6	.6	.7	.9	1.1	3.2	3.1	3.2	3.2
2003	93.3	94.2	94.6	95.0	.8	1.0	.4	.4	3.4	3.7	3.3	2.6
2004	95.5	96.2	97.0	97.1	.5	.7	.8	.1	2.4	2.1	2.5	2.2
2005	97.6	98.4	99.0	100.0	.5	.8	.6	1.0	2.2	2.3	2.1	3.0
2006	100.6	101.2	101.2	101.5	.6	.6	.0	.3	3.1	2.8	2.2	1.5
Service-providing industries⁴												
2001	85.9	86.8	87.8	89.6	.6	1.0	1.2	2.1	3.2	3.5	3.5	4.9
2002	90.3	91.2	92.0	92.7	.8	1.0	.9	.8	5.1	5.1	4.8	3.5
2003	93.1	93.6	94.4	94.8	.4	.5	.9	.4	3.1	2.6	2.6	2.3
2004	95.7	96.5	97.3	98.0	.9	.8	.8	.7	2.8	3.1	3.1	3.4
2005	98.2	99.0	99.7	100.0	.2	.8	.7	.3	2.6	2.6	2.5	2.0
2006	100.1	100.9	101.6	102.2	.1	.8	.7	.6	1.9	1.9	1.9	2.2
2007	102.9	103.8	104.6	104.9	.7	.9	.8	.3	2.8	2.9	3.0	2.6
2008	105.8	106.9	107.7	108.3	.9	1.0	.7	.6	2.8	3.0	3.0	3.2
2009	109.2	110.1	110.8	111.6	.8	.8	.6	.7	3.2	3.0	2.9	3.0
2010	112.4	113.1	113.8	114.2	.7	.6	.6	.4	2.9	2.7	2.7	2.3
2011	115.0	115.3	115.8	116.3	.7	.3	.4	.4	2.3	1.9	1.8	1.8
2012	117.0	117.9	118.7	119.1	.6	.8	.7	.3	1.7	2.3	2.5	2.4
2013	120.4	121.3	121.7	121.8	1.1	.7	.3	.1	2.9	2.9	2.5	2.3
2014	122.6	123.4	124.4	125.6	.7	.7	.8	1.0	1.8	1.7	2.2	3.1
2015	126.3	—	—	—	.6	—	—	—	3.0	—	—	—
Nonunion												
2001	87.7	88.6	89.3	89.9	1.2	1.0	.8	.7	3.7	3.6	3.5	3.7
2002	90.8	91.7	92.0	92.2	1.0	1.0	.3	.2	3.5	3.5	3.0	2.6
2003	93.3	94.0	94.9	95.1	1.2	.8	1.0	.2	2.8	2.5	3.2	3.1
2004	95.8	96.5	97.3	97.6	.7	.7	.8	.3	2.7	2.7	2.5	2.6
2005	98.3	98.9	99.5	100.0	.7	.6	.6	.5	2.6	2.5	2.3	2.5
2006	100.8	101.8	102.7	103.3	.8	1.0	.9	.6	2.5	2.9	3.2	3.3
2007	104.5	105.3	106.2	106.9	1.2	.8	.9	.7	3.7	3.4	3.4	3.5
2008	107.9	108.7	109.4	109.6	.9	.7	.6	.2	3.3	3.2	3.0	2.5
2009	110.0	110.2	110.6	110.9	.4	.2	.4	.3	1.9	1.4	1.1	1.2
2010	111.4	111.9	112.4	112.7	.5	.4	.4	.3	1.3	1.5	1.6	1.6
2011	113.2	113.8	114.3	114.6	.4	.5	.4	.3	1.6	1.7	1.7	1.7
2012	115.2	115.9	116.3	116.5	.5	.6	.3	.2	1.8	1.8	1.7	1.7
2013	117.2	117.9	118.4	118.9	.6	.6	.4	.4	1.7	1.7	1.8	2.1
2014	119.2	120.2	121.0	121.5	.3	.8	.7	.4	1.7	2.0	2.2	2.2
2015	122.4	—	—	—	.7	—	—	—	2.7	—	—	—
Blue-collar occupations^{1,2}												
2001	88.7	89.4	90.5	90.8	1.4	.8	1.2	.3	3.9	3.7	4.0	3.8
2002	91.6	92.3	92.8	93.0	.9	.8	.5	.2	3.3	3.2	2.5	2.4
2003	93.9	94.5	95.1	95.3	1.0	.6	.6	.2	2.5	2.4	2.5	2.5

See footnotes at end of table.

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status — Continued

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Non-union												
Service-providing industries ⁴												
2007	104.6	105.4	106.3	107.0	1.2	0.8	0.9	0.7	3.8	3.6	3.5	3.5
2008	107.9	108.8	109.4	109.7	.8	.8	.6	.3	3.2	3.2	2.9	2.5
2009	110.1	110.3	110.8	111.0	.4	.2	.5	.2	2.0	1.4	1.3	1.2
2010	111.6	112.2	112.6	113.0	.5	.5	.4	.4	1.4	1.7	1.6	1.8
2011	113.4	114.0	114.5	114.8	.4	.5	.4	.3	1.6	1.6	1.7	1.6
2012	115.5	116.2	116.5	116.8	.6	.6	.3	.3	1.9	1.9	1.7	1.7
2013	117.4	118.2	118.6	119.2	.5	.7	.3	.5	1.6	1.7	1.8	2.1
2014	119.4	120.5	121.3	121.7	.2	.9	.7	.3	1.7	1.9	2.3	2.1
2015	122.8	—	—	—	.9	—	—	—	2.8	—	—	—
Census region and division⁵												
Northeast												
2001	86.8	87.8	88.6	89.2	1.0	1.2	.9	.7	3.7	4.0	3.6	3.8
2002	90.2	91.0	91.1	91.5	1.1	.9	.1	.4	3.9	3.6	2.8	2.6
2003	92.4	93.2	94.1	94.5	1.0	.9	1.0	.4	2.4	2.4	3.3	3.3
2004	95.3	96.3	97.1	97.2	.8	1.0	.8	.1	3.1	3.3	3.2	2.9
2005	97.8	98.6	99.2	100.0	.6	.8	.6	.8	2.6	2.4	2.2	2.9
2006	100.8	101.7	102.5	103.1	.8	.9	.8	.6	3.1	3.1	3.3	3.1
2007	104.0	105.0	106.1	106.6	.9	1.0	1.0	.5	3.2	3.2	3.5	3.4
2008	107.5	108.2	108.7	109.6	.8	.7	.5	.8	3.4	3.0	2.5	2.8
2009	109.9	110.3	110.8	111.1	.3	.4	.5	.3	2.2	1.9	1.9	1.4
2010	111.7	112.6	112.9	113.4	.5	.8	.3	.4	1.6	2.1	1.9	2.1
2011	113.7	114.6	114.9	115.3	.3	.8	.3	.3	1.8	1.8	1.8	1.7
2012	115.8	116.4	116.7	117.0	.4	.5	.3	.3	1.8	1.6	1.6	1.5
2013	117.6	118.4	118.7	119.1	.5	.7	.3	.3	1.6	1.7	1.7	1.8
2014	119.4	120.6	121.7	122.2	.3	1.0	.9	.4	1.5	1.9	2.5	2.6
2015	124.7	—	—	—	2.0	—	—	—	4.4	—	—	—
New England												
2006	100.7	101.5	102.3	103.1	.7	.8	.8	.8	—	—	—	3.1
2007	103.6	104.8	105.7	106.3	.5	1.2	.9	.6	2.9	3.3	3.3	3.1
2008	107.1	107.6	108.3	110.3	.8	.5	.7	1.8	3.4	2.7	2.5	3.8
2009	110.5	110.6	111.7	112.1	.2	.1	1.0	.4	3.2	2.8	3.1	1.6
2010	112.6	113.4	113.5	114.3	.4	.7	.1	.7	1.9	2.5	1.6	2.0
2011	114.5	115.9	116.0	116.0	.2	1.2	.1	.0	1.7	2.2	2.2	1.5
2012	116.6	117.2	117.8	118.2	.5	.5	.5	.3	1.8	1.1	1.6	1.9
2013	118.6	119.8	120.5	121.8	.3	1.0	.6	1.1	1.7	2.2	2.3	3.0
2014	121.4	123.5	126.0	125.3	-.3	1.7	2.0	-.6	2.4	3.1	4.6	2.9
2015	133.1	—	—	—	6.2	—	—	—	9.6	—	—	—
Middle Atlantic												
2006	100.8	101.7	102.5	103.1	.8	.9	.8	.6	—	—	—	3.1
2007	104.2	105.1	106.4	106.7	1.1	.9	1.2	.3	3.4	3.3	3.8	3.5
2008	107.6	108.4	109.0	109.4	.8	.7	.6	.4	3.3	3.1	2.4	2.5
2009	109.7	110.1	110.4	110.7	.3	.4	.3	.3	2.0	1.6	1.3	1.2
2010	111.3	112.3	112.7	113.1	.5	.9	.4	.4	1.5	2.0	2.1	2.2
2011	113.4	114.0	114.5	115.0	.3	.5	.4	.4	1.9	1.5	1.6	1.7
2012	115.4	116.1	116.4	116.5	.3	.6	.3	.1	1.8	1.8	1.7	1.3
2013	117.3	117.9	118.0	118.1	.7	.5	.1	.1	1.6	1.6	1.4	1.4
2014	118.6	119.4	120.1	120.9	.4	.7	.6	.7	1.1	1.3	1.8	2.4
2015	121.6	—	—	—	.6	—	—	—	2.5	—	—	—

See footnotes at end of table.

Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Blue-collar occupations^{2,3}												
2004	95.4	95.7	96.7	97.1	0.3	0.3	1.0	0.4	1.8	1.8	2.0	2.1
2005	97.9	98.3	99.5	100.0	.8	.4	1.2	.5	2.6	2.7	2.9	3.0
2006	100.7	101.0	102.6	103.6	.7	.3	1.6	1.0	2.9	2.7	3.1	3.6
Service occupations												
2001	87.8	88.3	89.7	90.3	.9	.6	1.6	.7	4.4	4.9	4.2	3.8
2002	90.8	91.2	92.1	92.4	.6	.4	1.0	.3	3.4	3.3	2.7	2.3
2003	93.1	93.6	94.3	94.9	.8	.5	.7	.6	2.5	2.6	2.4	2.7
2004	95.3	95.4	96.4	96.8	.4	.1	1.0	.4	2.4	1.9	2.2	2.0
2005	97.3	97.7	99.3	100.0	.5	.4	1.6	.7	2.1	2.4	3.0	3.3
2006	100.3	100.8	102.4	103.9	.3	.5	1.6	1.5	3.1	3.2	3.1	3.9
2007	104.5	105.2	106.5	107.7	.6	.7	1.2	1.1	4.2	4.4	4.0	3.7
2008	108.3	108.6	110.4	110.9	.6	.3	1.7	.5	3.6	3.2	3.7	3.0
2009	112.0	112.4	113.1	113.5	1.0	.4	.6	.4	3.4	3.5	2.4	2.3
2010	114.0	114.2	114.9	115.1	.4	.2	.6	.2	1.8	1.6	1.6	1.4
2011	115.4	115.5	115.9	116.3	.3	.1	.3	.3	1.2	1.1	.9	1.0
2012	116.6	116.7	117.3	117.4	.3	.1	.5	.1	1.0	1.0	1.2	.9
2013	117.8	117.8	118.4	119.0	.3	.0	.5	.5	1.0	.9	.9	1.4
2014	119.4	119.9	120.8	121.4	.3	.4	.8	.5	1.4	1.8	2.0	2.0
2015	121.9	—	—	—	.4	—	—	—	2.1	—	—	—
Industry												
Education and health services												
2001	87.8	88.1	90.2	90.4	.6	.3	2.4	.2	3.5	3.6	4.0	3.6
2002	90.6	90.8	92.8	93.3	.2	.2	2.2	.5	3.2	3.1	2.9	3.2
2003	93.5	93.6	94.7	95.0	.2	.1	1.2	.3	3.2	3.1	2.0	1.8
2004	95.3	95.4	96.6	97.0	.3	.1	1.3	.4	1.9	1.9	2.0	2.1
2005	97.4	97.6	99.0	100.0	.4	.2	1.4	1.0	2.2	2.3	2.5	3.1
2006	100.2	100.7	103.1	103.6	.2	.5	2.4	.5	2.9	3.2	4.1	3.6
2007	104.0	104.2	106.3	107.1	.4	.2	2.0	.8	3.8	3.5	3.1	3.4
2008	107.5	108.1	110.2	110.5	.4	.6	1.9	.3	3.4	3.7	3.7	3.2
2009	110.7	111.1	112.0	112.3	.2	.4	.8	.3	3.0	2.8	1.6	1.6
2010	112.5	112.6	113.4	113.6	.2	.1	.7	.2	1.6	1.4	1.2	1.2
2011	113.8	113.8	114.4	114.6	.2	.0	.5	.2	1.2	1.1	.9	.9
2012	114.8	114.9	115.7	115.8	.2	.1	.7	.1	.9	1.0	1.1	1.0
2013	116.0	116.1	116.7	117.0	.2	.1	.5	.3	1.0	1.0	.9	1.0
2014	117.3	117.4	118.4	118.8	.3	.1	.9	.3	1.1	1.1	1.5	1.5
2015	119.2	—	—	—	.3	—	—	—	1.6	—	—	—
Educational services												
2001	87.9	88.2	90.3	90.5	.5	.3	2.4	.2	3.4	3.6	3.9	3.4
2002	90.6	90.8	92.9	93.3	.1	.2	2.3	.4	3.1	2.9	2.9	3.1
2003	93.4	93.6	94.7	95.0	.1	.2	1.2	.3	3.1	3.1	1.9	1.8
2004	95.3	95.4	96.6	96.9	.3	.1	1.3	.3	2.0	1.9	2.0	2.0
2005	97.3	97.5	98.9	100.0	.4	.2	1.4	1.1	2.1	2.2	2.4	3.2
2006	100.1	100.4	103.0	103.4	.1	.3	2.6	.4	2.9	3.0	4.1	3.4
2007	103.7	103.9	106.1	106.8	.3	.2	2.1	.7	3.6	3.5	3.0	3.3
2008	107.2	107.7	109.9	110.1	.4	.5	2.0	.2	3.4	3.7	3.6	3.1
2009	110.4	110.7	111.7	111.9	.3	.3	.9	.2	3.0	2.8	1.6	1.6
2010	112.1	112.2	113.0	113.2	.2	.1	.7	.2	1.5	1.4	1.2	1.2
2011	113.4	113.4	114.0	114.1	.2	.0	.5	.1	1.2	1.1	.9	.8

See footnotes at end of table.

Table 7. Employment Cost Index for total compensation¹, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)


Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
State and local government workers									
All workers	122.8	124.7	125.4	0.5	0.4	0.6	1.9	2.0	2.1
Occupational group									
Management, professional, and related	121.8	123.7	124.3	.5	.3	.5	1.8	2.1	2.1
Professional and related	121.6	123.5	124.2	.5	.4	.6	1.8	2.1	2.1
Sales and office	124.3	126.4	127.2	.7	.4	.6	2.1	2.4	2.3
Office and administrative support	124.3	126.5	127.2	.7	.5	.6	2.1	2.5	2.3
Service occupations	124.9	127.1	127.8	.5	.4	.6	2.0	2.3	2.3
Industry									
Education and health services	121.6	123.4	124.1	.4	.3	.6	1.7	1.9	2.1
Educational services	121.1	123.0	123.6	.4	.4	.5	1.7	2.0	2.1
Schools ²	121.1	123.0	123.6	.4	.4	.5	1.7	2.0	2.1
Elementary and secondary schools	120.9	122.8	123.3	.3	.4	.4	1.5	1.9	2.0
Health care and social assistance ³	125.0	126.8	128.0	.0	.3	.9	1.5	1.4	2.4
Hospitals	123.5	125.0	125.7	-.2	.2	.6	1.1	1.1	1.8
Public administration	124.2	126.4	126.9	.6	.5	.4	2.3	2.4	2.2

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.³ Includes ambulatory health care services and social assistance, not shown separately.

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Employment Cost Index

Series Id: CIU1010000000000A (B,C)
Not seasonally adjusted
Series Title: Total compensation for All Civilian workers in All industries and occupations, 12-month percent change
Ownership: Civilian workers
Component: Total compensation
Occupation: All workers
Industry: All workers
Subcategory: All workers
Area: United States (National)
Periodicity: 12-month percent change

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Year	Qtr1	Qtr2	Qtr3	Qtr4
2005	3.6	3.2	3.0	3.1
2006	2.8	3.0	3.3	3.3
2007	3.5	3.3	3.3	3.3
2008	3.3	3.1	2.9	2.6
2009	2.1	1.8	1.5	1.4
2010	1.7	1.9	1.9	2.0
2011	2.0	2.2	2.0	2.0
2012	1.9	1.7	1.9	1.9
2013	1.9	1.9	1.9	2.0
2014	1.8	2.0	2.2	2.2
2015	2.6			

B : Includes wages, salaries, and employer costs for employee benefits.
C : See Footnote C on www.bls.gov/ect/clmapnote.htm.

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Employment Cost Index**Series Id:** CIU2010000000000A (B)

Not seasonally adjusted

Series Title: Total compensation for Private industry workers in All industries and occupations, 12-month percent change**Ownership:** Private industry workers**Component:** Total compensation**Occupation:** All workers**Industry:** All workers**Subcategory:** All workers**Area:** United States (National)**Periodicity:** 12-month percent change**Download:**

Year	Qtr1	Qtr2	Qtr3	Qtr4
2005	3.5	3.1	2.9	2.9
2006	2.6	2.8	3.0	3.2
2007	3.2	3.1	3.1	3.0
2008	3.2	3.0	2.8	2.4
2009	1.9	1.5	1.2	1.2
2010	1.6	1.9	2.0	2.1
2011	2.0	2.3	2.1	2.2
2012	2.1	1.8	1.9	1.8
2013	1.9	1.9	1.9	2.0
2014	1.7	2.0	2.3	2.3
2015	2.8			

B : Includes wages, salaries, and employer costs for employee benefits.

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Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Bargaining status									
Union	120.5	123.1	123.7	0.6	0.8	0.5	1.8	2.8	2.7
Goods-producing industries ¹	117.7	119.5	119.9	.6	.4	.3	1.7	2.1	1.9
Manufacturing	115.6	116.9	117.8	.7	.2	.8	1.9	1.8	1.9
Service-providing industries ²	122.6	125.6	126.3	.7	1.0	.6	1.8	3.1	3.0
Nonunion	119.2	121.5	122.4	.3	.4	.7	1.7	2.2	2.7
Goods-producing industries ¹	118.3	120.3	121.1	.4	.4	.7	1.8	2.1	2.4
Manufacturing	118.7	120.5	121.5	.8	.4	.8	2.2	2.3	2.4
Service-providing industries ²	119.4	121.7	122.8	.2	.3	.9	1.7	2.1	2.8
Census region and division³									
Northeast	119.4	122.2	124.7	.3	.4	2.0	1.5	2.6	4.4
New England	121.4	125.3	133.1	-.3	-.6	6.2	2.4	2.9	9.6
Middle Atlantic	118.6	120.9	121.6	.4	.7	.6	1.1	2.4	2.5
South	120.7	122.8	123.3	.4	.3	.4	1.7	2.2	2.2
South Atlantic	121.3	123.4	124.1	.5	.4	.6	1.8	2.2	2.3
East South Central	117.8	119.4	120.2	.4	.5	.7	1.3	1.8	2.0
West South Central	120.8	123.1	123.2	.2	.2	.1	1.8	2.1	2.0
Midwest	117.4	119.1	119.8	.3	.2	.6	1.6	1.7	2.0
East North Central	116.0	117.5	118.4	.3	.3	.8	1.7	1.6	2.1
West North Central	120.7	123.1	123.1	.0	.2	.0	1.4	2.0	2.0
West	119.5	122.2	122.6	.3	.6	.3	2.0	2.5	2.6
Mountain	119.0	121.5	122.5	.2	.6	.8	2.6	2.3	2.9
Pacific	119.8	122.5	122.7	.3	.6	.2	1.9	2.5	2.4

¹ Includes mining, construction, and manufacturing.² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.³ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

BUSINESS INSIDER

It looks like the US economy is 'beyond full employment'



SAM RO
APR. 30, 2015, 4:31 AM

The US economy just delivered two convincing signs that the labor market is getting pretty tight.

Jobless claims tank

Initial weekly unemployment insurance claims, or jobless claims, plunged to 262,000 from 296,000. This was much lower than the 290,000 expected by economists, and it represented a 15-year low.



Reuters/Jonathan Ernst

Continuing claims fell to 2.253 million from 2.327 million a week ago. This is the lowest level since December 2000.

"The ongoing improvement in continuing claims is particularly encouraging and is consistent with recent declines in the unemployment rate, suggesting that unemployed workers continue to find gainful employment," TD Securities' Cheng Chen said.

Worker pay accelerates

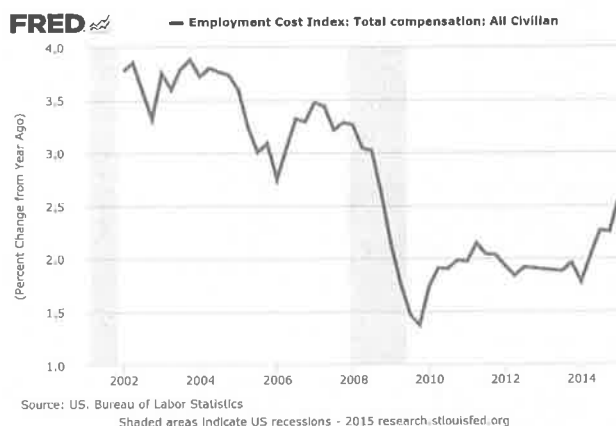
Wages are on the rise. The employment cost index, or ECI, climbed by 0.7% in Q1, a pace that was a bit stronger than the 0.6% rate expected by economists.

This represents a 2.6% gain from a year ago, a big jump from the 2.2% gain last quarter.

Private wages jumped 2.8% in the past year, the biggest jump since Q3 2008.

"These growth rates are still quite modest by historical standards, but the upward trend is now very obvious," Capital Economics' Paul Ashworth said.

"While the market was expecting a firm print in q/q terms, the rate of acceleration in y/y terms is likely to be taken as a sign that the economy is beyond full employment," BNP Paribas economist Bricklin Dwyer said.



The unemployment rate is still somewhere above 0% during full employment, as even in a healthy economy there should still be people in between jobs looking for work.

While this report is updated pretty infrequently, it has nevertheless received more attention as the debate over US wage growth has intensified.

"The ECI often is considered the best overall measure of labor costs because it includes other forms of compensation besides hourly pay (such as commissions) as well as benefit costs (which account for more than 30% of the total)," Credit Suisse economists said on Friday. "Also, the ECI is not distorted by shifts in the industry mix, unlike average hourly earnings."

In the past, traders have attributed spikes in market volatility to big moves in the ECI. Ahead of Thursday's release, Deutsche Bank's Torsten Slok warned clients "Hold on to your chair."

"The employment costs index has increased at a strong pace for four consecutive quarters now, and we view this as consistent with the improvement in labor markets, the decline in the unemployment rate, and diminishing underutilization of the labor force," Barclays' Blerina Uruçi said.

"We expect activity to continue expanding at a solid rate for the rest of this year, despite the Q1 15 weakness, and we think the unemployment rate will continue to fall," Uruçi said. "As a result, we expect wage growth to rise gradually this year, reflecting continued labor market improvement."

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Memo

To: RTM
From: Town Negotiating Committee
Date: July 24, 2015
Re: Fire Negotiations

Last Monday the Town Negotiating Committee presented a Tentative Agreement between the Town and the Fire Union. The Negotiating Committee strongly urges the RTM to approve the TA. The Negotiating Committee spent two years working to get the best deal for the Town and believes it was successful. The Town had specific goals that it wished to obtain and it was able to achieve success in each of those areas.

Successes:

- 1) Changes in Health Care Plan Design
- 2) Increases in employee Health Care co-pays
- 3) Increase in Employee OPEB contributions
- 4) Limit individuals eligible for retiree health benefits to the spouse at the time of retirement plus any natural born children.
- 5) Increase Employee contributions to the Pension Plan
- 6) Limit military buy back to 3 years.
- 7) Limit exposure to pension liability for those put into acting positions; and
- 8) Keep total cost to Town at an acceptable level

The Town achieved all of its goals without giving concessions. The Negotiating Committee strongly urges the passing of this agreement because it will ensure that the Town has made reductions to each of its core benefit offerings. The Town was able to achieve these goals without providing increases in other areas that are typically used to soften the blow of such reductions. This Tentative Agreement was the result of a successful negotiation because of the time it put in to understand the effect of the negotiation on the Town's bottom line and its resolute determination to adhere to its goals at the outset of negotiations.

Failing to approve this Tentative Agreement subjects to Town to losing some of the concessions it received at the bargaining table, and provides the Union with an opportunity to argue for improvements that the Town did not concede at the bargaining table.

Memo

To: RTM
From: Town Negotiating Committee
Date: July 24, 2015
Re: Police Negotiations

Last Monday the Town Negotiating Committee presented a Tentative Agreement between the Town and the Police Union. The Negotiating Committee strongly urges the RTM to approve the TA. The Negotiating Committee spent two years working to get the best deal for the Town and believes it was successful. The Town had specific goals that it wished to obtain and it was able to achieve success in each of those areas.

Successes:

- 1) Changes in Health Care Plan Design
- 2) Increases in employee Health Care co-pays
- 3) Increase in Employee OPEB contributions
- 4) Increase Employee contributions to the Pension Plan
- 5) Limit military buy back to 3 years.
- 6) Keep total cost to Town at an acceptable level

The Town achieved all of its goals without giving concessions. The Negotiating Committee strongly urges the passing of this agreement because it will ensure that the Town has made reductions to each of its core benefit offerings. The Town was able to achieve these goals without providing increases in other areas that are typically used to soften the blow of such reductions. This Tentative Agreement was the result of a successful negotiation because of the time it put in to understand the effect of the negotiation on the Town's bottom line and its resolute determination to adhere to its goals at the outset of negotiations.

Failing to approve this Tentative Agreement subjects to Town to losing some of the concessions it received at the bargaining table, and provides the Union with an opportunity to argue for improvements that the Town did not concede at the bargaining table.