

City of Danbury

Minutes of a special meeting of the General Employees Pension Plan Committee, October 28, 2014

Meeting called to order by David St.Hilaire at 9:40 a.m.

Present: David W. St.Hilaire, Director of Finance; Ann Devine, DMEA Union; Mark Saumell, Teamsters Union; Dianne Rosemark, Assistant Corporation Counsel; Ralph Azzarito, GEPP participant; Andrea Gray, Payroll Supervisor/Accountant; Mayor Mark Boughton.

A special meeting was held to discuss eligible earnings to be included in the basis of calculation for benefits for Ralph Azzarito, a Veolia employee who was grandfathered in the GEPP based on the 1997 transfer agreement between the City and U.S. Filter.

Mrs. Rosemark reviewed points discussed during the 9/04/14 meeting. Mr. Azzarito stated that his contention was that "compensation" was any earnings. He stated that he received a forwarded email from the City of Danbury Finance Department, which was not an "official" document.

Mr. St.Hilaire stated that the bonus was related to performance, not earnings. Earnings were not previously separated when requested of Veolia but they have provided more detail in recent years.

Mr. Azzarito stated that the safety bonus was negotiated with the union and therefore should be included in compensation.

Mr. St.Hilaire asked how compensation is defined in the ordinance. Mrs. Rosemark provided an explanation of the language, and based on that discussion Mr. St.Hilaire stated that the ordinance provided no support for the inclusion of bonuses in compensation.

Motion by Mr. St.Hilaire to exclude bonuses from compensation. Seconded by Mrs. Gray.

Ayes: St.Hilaire, Gray. Nays: Devine, Saumell. Vote was tied.

Motion did not pass.

Mr. St.Hilaire requested that the remaining voting member of the Board, Mayor Boughton, join the special meeting.

Ms. Devine stated that upon acceptance of Mr. Azzarito's non-union status, the question of what earnings would be included in benefit calculations should have been addressed.

Mrs. Rosemark summarized the issue before the Board, including an explanation of pension earnings, that certain payments such as longevity and a safety bonus were included in prior benefit calculations.

Further discussion by the Board on Veolia Water's safety / performance plan. Mr. Azzarito provided additional explanation of the Veolia bonus plan.

Mayor Boughton stated that language needs to be added, by resolution, to address the question of eligible compensation for Veolia employees; any decision by the Board will be precedent setting for the other three Veolia employees still in the GEPP, should one or more of them be promoted to non-union positions.

Mayor Boughton voted Yes on the original motion to exclude bonuses from compensation.

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BY: 

Mayor Boughton suggested on this day to Mr. Azzarito that if he were to submit his intent to retire by the end of business, the performance bonus may be included in compensation. Mr. Azzarito requested that if the estimated pension benefit was not what he expected, he wanted the option of withdrawing his intent to retire. Mayor Boughton agreed to allow Mr. Azzarito to withdraw his request.

Motion by Mayor Boughton to amend the original motion and include safety bonuses, and exclude performance bonuses.

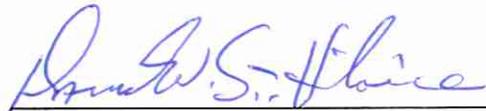
Discussion on amended motion.

Mr. St.Hilaire called the amended motion. Seconded by Mrs. Gray.

Motion passed unanimously.

There being no other business before the board, motion to adjourn by Mr. St.Hilaire. Seconded by Ms. Devine.

Meeting adjourned at 10:35 a.m.



David W. St.Hilaire, Secretary
General Employees Pension Plan Committee

c: Town Clerk