

Rec. 10/02/2015 @ 2:05pm
Theresa G. Samuel, ATC

**MEMBERS OF THE WPCA THAT ARE UNABLE TO ATTEND THIS MEETING,
PLEASE CALL ETHER DIAZ, (860) 644-2511, EXT. 243, ON OR BEFORE 4:30 P.M. ON
THE DAY OF THE MEETING**

***WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR***

REGULAR MEETING
SPRENKEL ROOM

AGENDA

7:00 P.M.
OCTOBER 6, 2015

A. ROLL CALL

B. ACCEPTANCE OF MINUTES OF PREVIOUS MEETINGS

1. September 1, 2015

C. NEW BUSINESS

1. Uncollected Sewer User Charges – Discussion with Collector of Revenue
2. AFSCME Council 4-Pollution Control Union Contract -Discussion with Director of Human Resources and Approval

D. COMMUNICATIONS AND REPORTS

1. Secondary Clarifier Improvements
2. Vegetation Management Program
3. Arc Flash Hazard Assessment

E. PUBLIC PARTICIPATION (Items not on the agenda)

F. BILLS, CHANGE ORDERS, DISBURSEMENTS

G. UNFINISHED BUSINESS

1. Unbilled Accounts (Discussion)

H. MOTION TO GO INTO EXECUTIVE SESSION TO DISCUSS PENDING CLAIMS

I. ADJOURNMENT

**WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR**

*Monter 10.2015
@4:15PM
[Signature]*

**MINUTES
SPRENKEL ROOM**

PAGE 1

**REGULAR MEETING
OCTOBER 6, 2015**

A. ROLL CALL

Members Present: Richard Aries, Donald Antaya, Robert Dickinson, Carol Fletterick, Ed Havens, Jr.

Members Absent: Vicki Paliulis, and William Vees

Alternates Present: Richard Siedman sitting in for Mr. William Vees
Atif Quraishi sitting in for Vicki Paliulis

Staff Present: C. Fred Shaw, Superintendent of Pollution Control
Ether A. Diaz, Recording Secretary
Bonnie Rabin, Collector of Revenue
Vanessa Perry, Director of Human Resources
Wilfredo Garcia, Plant Operator II

Others Present: Councilor Stephen Wagner, WPCA Liaison

Chairman Richard Aries called the meeting to order at 7:00 p.m. The following actions were taken during the October 6, 2015 Regular Meeting of the Water Pollution Control Authority (WPCA).

B. ACCEPTANCE OF MINUTES OF PREVIOUS MEETINGS

1. September 1, 2015 – Regular Meeting

Mr. Donald Antaya made two grammatical corrections to the minutes.

Motion was made to accept the minutes of the September 1, 2015, regular meeting as corrected.

The motion was made by Mr. Richard Siedman
The motion was seconded by Ms. Carol Fletterick
The motion carried unanimously

C. NEW BUSINESS

1. Uncollected Sewer User Charges – Discussion with Collector of Revenue

Mr. Fred Shaw reported that the Collector of Revenue, Ms. Bonnie Rabin was in attendance this evening to answer any questions regarding this matter.

Mr. Shaw distributed a copy of a report that was put together by the Director of Finance (see Exhibit A). This report shows the outstanding sewer user charges for both, residential and commercial sectors. Mr. Shaw explained that \$18,262.38 is the

**WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR**

**MINUTES
SPRENKEL ROOM**

PAGE 2

**REGULAR MEETING
OCTOBER 6, 2015**

total outstanding sewer user fees in the commercial sector for the past fifteen years; and \$9,320.24 is the interests in rears.

The residential outstanding uncollectable amount for the past fifteen years is \$412,441.97 with \$163,852.24 in interest in rears. The total of both, the interest in rears and the principle value of residential and commercial uncollected user fees total \$631,695.37.

Chairman Richard Aries asked if there is an understanding of statute of limitations. Collector of Revenue, Bonnie Rabin responded that the state law requires that a lien be placed for fifteen years on the property land records.

Mr. Richard Siedman asked Ms. Rabin, how much are the constables have been collecting on a monthly basis. Mr. Rabin responded that it varies every day. However, each constable was given sixty warrants all at once and they are down to about thirty warrants.

Mr. Siedman asked what the procedure for using a collection agency is. Ms. Rabin responded that she gives the collection agency the motor vehicles or personal property outstanding accounts and finds a very poor response from them. She has not used a collection agency for outstanding sewers fees.

Mr. Robert Dickinson asked if the Collector of Revenue does foreclosures before 15 years. Ms. Rabin responded that she does not do foreclosures; however, she assigns the taxed liens to American Tax Funding who will pay the Town 100% but they are earning 18%.

Mr. Siedman explained that he would like to know how much of outstanding sewer user fees have been collected on a monthly basis. Mr. Siedman would also like to know if there is extenuating circumstances based on an individual situation. Ms. Rabin responded that she has a lot of those circumstances; for example, she explained that there are a lot of people that have had medical expenses and there are liens against their homes for medical reasons, hospitals, etc.

Chairman Aries asked for a report of each individual account including payments that have been received by the Town. He would like to get more details on what the constables have done; and how many accounts have they acted on for that period. Ms. Rabin will prepare a report showing what the constables has collected for each account to present at the next WPCA meeting.

2. AFSCME Council 4-Pollution Control Union Contract -Discussion with Director of Human Resources and Approval

Ms. Vanessa Perry, Director of Human Resources and Mr. Wilfredo Garcia, Plant Operator II was in attendance this evening.

**WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR**

**MINUTES
SPRENKEL ROOM**

PAGE 3

**REGULAR MEETING
OCTOBER 6, 2015**

Included with the Agenda was a copy of only the changes that were made to the old union contract for the Pollution Control staff (see Exhibit B). There has been a change of unions from NAGE to AFSCME Council 4, said Mr. Fred Shaw.

Mr. Shaw explained that the Town recently negotiated the contract under the Pollution Control employee's new union (AFSCME Council 4) and a number of changes have been made. Some of the changes made were in updating the job descriptions which haven't been updated in about 35 years, said Mr. Shaw. The focus of the negotiations has been made on much more training and much more skills; to provide motivation for the employees. The new job descriptions reflect not only what the employees are doing now but also give them the opportunity to seek higher positions by obtaining higher certifications and job skills. There is a step in most of the job descriptions; however, these steps are achieved by merit; by obtaining higher level certifications. Mr. Shaw expressed that the Town has a good group of people working at the Treatment Plant; they are very capable and they have been very aggressive in pursuing opportunities that the Town provides for additional training.

Mr. Shaw also explained that the Town's treatment plant is a grade four plant which is the highest level. It has become more difficult to find people with the proper training; the Town had attempted to replace mid level operators without any success, said Mr. Shaw. If the Town does not have the properly trained people at the Treatment plant, the Town would be required by the State Department of Emergency and Environment (DEEP) to go out to private organizations and hire people who have the classifications and the certifications needed. Sustainability has become an important goal for the Town.

Chairman Richard Aries explained that the changes presented seem to add a dramatic impact in the budget. He asked Mr. Shaw if an economic analysis of the changes to judge what the impact will be on the budget has been done. Mr. Shaw responded that there have been some offsetting costs such as wages and health insurance; however, every year he makes projections concerning increases in wages and benefits.

Mr. Shaw explained that during the negotiating process there was discussion about the opportunity to take more accountability by the on-call employee for responding to remote alarms. He explained that there will be a greater degree of efficiency in how staff responds to after hour alarms by using the Supervisory Control and Data Acquisition (SCADA). The alarm system at the treatment plant and the pump station operates through the SCADA system; a computerized system that allows staff to be able to remotely monitor and control all of the equipment. This system will allow the on-call staff to distinguish between those alarms that are critical and those that are non critical; the employee shall respond to critical alarms and report to work. In the case where the alarm is a non-critical alarm, the employee need not report to work.

**WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR**

**MINUTES
SPRENKEL ROOM**

PAGE 4

**REGULAR MEETING
OCTOBER 6, 2015**

Mr. Vanessa Perry explained that the annual longevity payments will no longer be offered to the employees; and the health insurance offered to the Pollution Control staff is the same insurance offered to all other Town employees.

Chairman Richard Aries asked about what's their authority on approving the contract. Mr. Shaw responded that the WPCA has an agreement with the Town government thereby delegating management responsibilities to the Town Manager and his/or designated individual, in this case Ms. Perry. The Town Manager does the negotiations and in the past he would come back to the Town Council and give a presentation of what the changes were.

Chairman Aries stated he is comfortable with accepting the contract at this point and time. For future contract negotiations, he recommended having one member of the WPCA attending the negotiation meetings so that when it's time to approve the contract, the Authority have a better understanding of the contract and proposed changes.

Motion was made to approve the AFSCME Council 4 – Pollution Control Union Contract as presented.

The motion was made by Mr. Robert Dickinson
The motion was seconded by Mr. Donald Antaya
The motion carried unanimously

D. COMMUNICATIONS AND REPORTS

1. Secondary Clarifier Improvements

Mr. Fred Shaw reported that the secondary clarifier project is moving along; they've completed the two larger clarifiers and are moving on now to work on two smaller clarifiers. The project is expected to be completed by end of November.

2. Vegetation Management Program

Mr. Fred Shaw reported that he's expecting a final report from the contractor. A lot of the information will be provided electronically. This information will be used in conjunction with the Geographic Information System (GIS) program to develop a strategy and prepare a plan for the annual control of vegetation within the cross country sewer line easements, said Mr. Shaw.

Mr. Fred Shaw explained that letters were sent out to people who have properties, over which there is an easement, when the contractor was out earlier this year. The people are informed of this program. A letter will be sent to the property owners again informing them when the contractors will be going out to actually clear vegetation along the sewer easement. Mr. Shaw will provide copies of the report to members of the Authority for review.

**WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR**

**MINUTES
SPRENKEL ROOM**

PAGE 5

**REGULAR MEETING
OCTOBER 6, 2015**

3. Arc Flash Hazard Assessment

Mr. Shaw reported that Current Solutions, P.C. has completed their assessment on all pump stations, the treatment plant and on the public buildings. They are in the process of finishing the final report. They will be installing labels on all equipments and are also putting together an electrical safety manual for town employees. It is a requirement of OSHA that the Town makes sure that its employees, and contractors are protected against arc flash hazards and that they understand any arc flash hazardous risks, said Mr. Shaw.

Mr. Shaw reported on another subject matter. He informed that there is a fall workshop being put on by the CT Association of Water Pollution Control Authorities which he plans to attend. The workshop is scheduled for Friday, November 6, 2015. Mr. Shaw explained that this workshop will provide some good background information about water and waste water issues in the State and throughout New England. Mr. Shaw stated that any member of the Authority interested in attending may do so, and should advise him so that he may complete the registration process.

Mr. Richard Siedman gave an update to members of the Authority on Commissioner William Vees who has been unable to attend recent meetings due to his health condition.

E. PUBLIC PARTICIPATION (Items not on the agenda)

None

F. BILLS, CHANGE ORDERS, DISBURSEMENTS

None

G. UNFINISHED BUSINESS

1. List of Uncollected Sewer User Charges (Discussion)

Mr. Fred Shaw reported the following uncollected sewer user charges:

230 Brook Street: Full payment was received for the outstanding sewer user charges totaling \$730.00.

2 Joseph Lane: The property owner has requested a repayment plan of up to five years.

206 Buckland Road (commercial property): The property owner has asked to be able to make half of the payment now and then within the next six months make final payment.

78 Frazer Fir Road: The house was connected to sewer in 2009; the current property owner purchased the house in March of this year. The property owner is willing to pay for the time during which he owned the property.

**WATER POLLUTION CONTROL AUTHORITY
TOWN OF SOUTH WINDSOR**

**MINUTES
SPRENKEL ROOM**

PAGE 6

**REGULAR MEETING
OCTOBER 6, 2015**

46 Steep Road: The house was connected to sewer in 2010; the current property owner purchased the house in October 2013. The property owner is willing to pay for the time during which he owned the property.

Mr. Shaw has not been able to get in contact with the property owner of 1503 Sullivan Avenue and 380 Burnham Street. Chairman Aries asked Mr. Shaw to make an attempt to contact the previous owners of 78 Frazer Fir Road and 46 Steep Road to discuss this matter. The following actions were taken on this matter:

Motion was made to agree to the repayment schedule of two payments requested by the property owner of 206 Buckland Road, South Windsor, CT for unbilled user charges totaling \$2,020.00; a partial payment will be made in this current month and the remaining balance in six months.

The motion was made by Mr. Robert Dickinson
The motion was seconded by Mr. Ed Havens, Jr.
The motion carried unanimously

Motion was made to agree to the repayment plan of up to five years requested by the property owner of 2 Joseph Lane, South Windsor, CT for unbilled user charges totaling \$2,072.00 due each year on March 1st.

The motion was made by Mr. Robert Dickinson
The motion was seconded by Mr. Ed Havens, Jr.
The motion carried unanimously

H. MOTION TO GO INTO EXECUTIVE SESSION TO DISCUSS PENDING CLAIMS

None

I. ADJOURNMENT

Motion was made to adjourn the meeting at 8:35 p.m.

The motion was made by Mr. Ed Havens, Jr.
The motion was seconded by Mr. Richard Siedman
The motion carried unanimously

Respectfully Submitted,

Ether A. Diaz
Recording Secretary

TOWN OF SOUTH WINDSOR



Aging Report

Bill date from: 10/01/2000 Aging as of date : 09/30/2015
 To: 10/01/2014 Activity through date: 09/30/2015

SUMMARY BY TYPE/SERVICE	1 - 30	31 - 60	61 - 90	91 - 120	Over 120	Interest	Total Due
Type ServiceCurrent							
BACKUP BACK FEES	.00	.00	.00	.00	20.00	.00	20.00
BADCK BAD CHECK	.00	.00	.00	.00	20.00	.00	20.00
INT INTEREST	.00	.00	.00	.00	571.47	.00	571.47
LIEN LIEN CNX	.00	.00	.00	.00	144.00	.00	144.00
LIENUF LIENUF	.00	.00	.00	.00	26,684.07	.00	26,684.07
WARR-U WARRANT	.00	.00	.00	.00	378.00	.00	378.00
C COMMERCIAL	.00	.00	.00	.00	18,263.38	9,320.24	27,583.62
COMSEW COMMERCIAL	.00	.00	.00	.00	412,441.97	163,852.24	576,294.21
R RESIDENT	.00	.00	.00	.00	458,522.89	173,172.48	631,695.37
RESSEW UF-RES	.00	.00	.00	.00			
*** FINAL TOTALS	.00	.00	.00	.00			

** END OF REPORT - Generated by PERRY, PATRICIA **

#1:

**ARTICLE I
RECOGNITION**

Update contract with New Union Name

#2:

6.1 ~~Time and one-half shall be paid for:~~

~~(a) All work performed in excess of eight (8) hours in any one (1) day.~~

~~(b) All work performed in excess of forty (40) hours in any one (1) work week.~~

~~(c) All work performed on Saturday as such.~~

(a) Overtime will be paid at time and one half the employee's hourly rate.

(b) Overtime shall be paid when the number of actual hours worked exceeds forty (40) hours in any single workweek.

For the purposes of calculating overtime compensation, "actual hours worked" includes all hours in which the employee is required to be at work or an assigned location EXCEPT unscheduled sick time. Sick time is considered unscheduled when it is requested less than 48 hours in advance. Vacation time, personal time, and scheduled sick time are to be included as part of "actual hours worked".

#3:

Holidays worked:

(a) In accordance with 6.1 (b)

(b) Overtime work shall be compensated at a rate of two times the employee's regular rate of pay, in addition to holiday pay on any day that is officially designated as a holiday. There shall be no duplication or pyramiding of overtime pay, or premium pay, for the same hours worked.

#4:

Double time shall be paid for.

(a) In accordance with 6.1 (b)

(b) All work performed on Sunday.

#5:

- 6.4 (a) When an employee is called in to work outside his/her regularly scheduled working hours, he/she shall be paid a minimum of four (4) hours at a time and one half his/her regular hourly rate, if the call is from Monday through Saturday; and double his/her hourly rate if the call is on Sunday, or an officially designated holiday; included as part of Sunday are all hours up to regular starting time Monday morning. All hours between his/her regular quitting time, and ~~two (2) hours before~~ his/her next day's starting time are subject to call-in provision during the regular work week. There shall be only one call-in for overtime hours being paid for.

Example: Four (4) hours - no additional call-in will be paid, if called in during that same call-in period.

- (b) Scheduled overtime for Saturday and Sunday should not be part of the four-hour callback. Employees will be paid for actual time worked. Alarms received while performing overtime work on Saturday and Sunday shall not be considered as call-in.
- (c) **The on-call employee shall use the Town's Supervisory Control and Data Acquisition (SCADA) system for the remote response to after regular work hour alarms in accordance with the Pollution Control "Standard Operating Procedure Use of SCADA in Responding to Alarms" (SOP). The employee shall respond to critical alarms as defined in the SOP and report to work; for this the employee will be compensated for overtime pay. In the case where the alarm is a non-critical alarm, the employee need not report to work but shall acknowledge the alarm by using SCADA and remotely control equipment shutdown and startup of parallel equipment as appropriate. For this action, the employee shall not be entitled to any overtime pay.**
-

#6:

- 6.6 All overtime **callout** work will be distributed among employees with reasonable equality, where possible, within classifications on an on-call rotation schedule.

- (a) All overtime will be recorded in hours offered.**
- (b) Hours recorded will be at the rate of pay being paid. Example: An employee working four (4) hours on Saturday will have six (6) hours recorded. An employee working on Sunday or Holiday will have eight (8) hours recorded.**
- (c) A chart will be posted in a convenient place, and be updated on the Thursday of each week. Should Thursday be a holiday, then the list will be updated on Wednesday of that week. Hours recorded will be the quantity as explained in Item B.**
- (d) At the end of each fiscal year (June 30), the employee with lowest total accumulation of hours, within classification will start July 1 with zero hours. All others within classification will start with the number of hours that result from subtracting the hours of the employee with the lowest total hours from his/her own.**

(e) Scheduled overtime will be offered to the employee currently on call. If a second person is required it will be offered to employees in reverse order of total accumulated hours. Employees with the least total hours within the classification and/or division needed will be asked first.

(f) If two or more employees within the classification needed have the same amount of hours, the most senior employee will be offered the assignment first.

(g) if an employee refuses an overtime assignment, he/she shall be charged the same hours as the employee that accepts the assignment.

#7:

6.11 Any employee who is required to be on standby, and available to be called to work upon short notice, shall be paid for said standby as follows:

~~\$160 per week, beginning July 1, 2008~~ **\$250.00 per week, beginning July 1, 2015.**

Said rate will be in addition to regular pay or call-out under Article VI, Section 6.4 of this Agreement.

#8:

INCLUDE PRIOR MOU LANGUAGE

6.12

All employees subject to on-call upon hire must be able to respond to and be onsite at the Pollution Control Facility for all call-outs within 40 minutes of said notice under normal conditions. Continued employment will be contingent upon this requirement.

#9:

NEW SECTION

6.12 Now 6.13

Any employee, upon reaching age 55, may request on a yearly basis, to opt out of the on-call rotation (with additional language) so long as there are at least nine (9) other employees in the rotation.

#10:

REMOVED SECTION:

6.13 ~~Compensatory time may be taken in lieu of overtime payment if mutually agreed between the employee and his/her supervisor. Such time will be based on time and one half (1½) the employees pay rate, with a maximum accrual potential of forty (40) regular hours which must be used during the calendar year in which it is earned. There will be no carryover of compensatory time to the next calendar year under any circumstances. Plans to use compensatory time must be made known as soon as possible, but no later than forty eight (48) hours (excluding weekends) before the time is to be taken. Every effort will be made,~~

~~notwithstanding the above, to accommodate an employee's request for use of such time. Compensatory time earned, but not used by the end of the calendar year, shall be paid to the employee at the rate of time and one half (1 ½) his/her regular rate of pay, up to the limit of the equivalent of forty (40) regular hours:~~

Comp Time				
7/1/08	7/1/09	7/1/10	7/1/11	
40 hours	40 hours	0 hours	0 hours	

~~Such payment will be made in the last week of December in a check separate from the employee's regular paycheck.~~

#11:

Insurance

9.0 ~~The current HSA plan will remain unchanged through December 31, 2014. Effective January 1, 2015 The Town shall provide, for active employees and their qualifying dependents, the following insurance plans or their equivalent, with the Town contributing eighty-five percent (85%) of the cost and each employee contributing fifteen percent (15%) of the cost for his/her coverage.~~

All AFSCME 1303-466 Union employees will participate in the Anthem Blue Cross/Blue Shield – High Deductible Health Savings Account (HSA) with the Town contributing eighty-five **percent** (85%) of the cost and each employee contributing fifteen percent (15%) of the cost for his/her coverage.

The High Deductible Health Savings Account shall have the following deductibles:

~~January 1, 2014: \$1,250 for individual/\$2,500 for family~~

~~January 1, 2015: \$2,000 for individual/\$4,000 for family~~

The High Deductible Health Savings Account (HSA) will be funded as follows:

Individual employees will receive \$1,250 deposited annually into their HSA account.

Family employees will receive \$2,500 deposited annually into their HSA account.

For those employees who are eligible for insurance through the Town, but are ineligible to participate in the HSA or who commenced employment with the Town after February 1, the following plans shall be provided until the employee is eligible to participate in the HSA the following January 1:

Anthem Blue Cross/Blue Shield – Century Preferred - PPO; or

~~Anthem Blue Cross/Blue Shield – BlueCare – HMO; or~~

A comparable plan.

The Town shall also continue to offer eligible employees Anthem Dental Benefits.

Should any Federal statute or regulation pertaining to IRC 49801 be mandated to take effect in the 2017-2018 contract year triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations on the excise tax. Such negotiations shall be limited solely to the distribution of payment of the excise tax, health insurance plan offerings, coverage, design, and premium cost share. Other negotiated subject matters shall not be subject to this reopener provision.

#12:

- 9.1 The Town shall also provide active employees with the following insurance plans:
- (a) Life insurance determined by **twice the** annual salary to nearest One Thousand Dollars (\$1,000.00) of salary. Includes a dismemberment provision. The Town contributes one hundred percent (100%) of the cost.
 - (b) Accidental Death and Dismemberment Insurance. Town pays one hundred percent (100%) of the cost.
-

#13:

- 9.4 Any employee may elect, on a completely voluntary basis, to waive Town-provided health insurance coverage. Employees electing to do so shall sign a voluntary waiver of coverage form at the beginning of any contract year.

In consideration of such voluntary waiver of insurance coverage, the Town will pay a total of ~~one~~ **three** thousand dollars (~~\$1,000~~ **3,000**) per year to each such employee, in quarterly installments each year that the waiver is enforced.

#14:

- 10.1 The Town of South Windsor shall provide the following pension benefit subject to the rules and conditions of the pension plan and/or the insurance company.

Maximum Benefit

Where, but for this provision, the sum of the defined benefit plan fraction and the defined contribution plan fraction would exceed 1.0, the Annual Additions to the Member's account under, the defined contribution plan for the Plan Year shall be limited to the extent necessary under Federal regulations to preclude the sum of the defined benefit plan fraction, and the defined *contribution plan* fraction from exceeding 1.0.

The maximum yearly pension benefit, under the defined benefit plan, to which employee will be entitled is 50% **seventy (70%) percent** of the Final Average Earnings.

#15:

- 11.5 The Town shall make an annual flat payment of ~~\$150~~ **\$250** to each employee for the provision of steel-tipped safety shoes, as required by OSHA.

The annual payment will be made **upon hire and upon every following anniversary date.** **Effective upon the signing of this agreement, those that received a payment of \$150 on August 1, 2015 will receive a prorated amount of \$100 (with the exception of those that received a longevity payment between July 1, 2015 and the signing of this contract).** **Effective August 1, 2016, all employees will receive the annual payment of \$250 on their anniversary date.** ~~with the paycheck following August 1. New employees shall be entitled to an initial payment of \$100 if they commence work 90 days, or more, before August 1. It shall be the employee's responsibility to wear safety shoes at all times.~~

#16

- 14.2 ~~Longevity. Annual longevity payments, as additional compensation, shall be made in accordance as follows:~~

Years of Service Annual Payment

After five (5) years of service \$ 100.00
After ten (10) years of service \$ 175.00
After fifteen (15) years of service \$ 200.00
After twenty (20) years of service \$ 250.00

~~Service shall be calculated from the first date an employee is appointed as a full-time employee of the Town.~~

~~These payments shall be made annually during the pay period in which the employee's anniversary date falls. There shall be no prorating of longevity payments if the employee terminates service prior to his/her anniversary date of hire.~~

#17:

~~14.3~~

- 14.2** Employees will be provided additional annual compensation for achieving and maintaining wastewater certification as follows:

State I Certificate	\$100.00
State II Certificate	\$250.00
State III Certificate	\$500.00
State IV Certificate	\$1000.00
Lab Certification License	\$250.00
CT CDL Class B License	
with an "N" endorsement	\$250.00

The employee will receive compensation for only the highest achieved certification in the pay period following August 1, in a check separate from the employee's regular check.

#18:

- 21.0 This agreement shall become effective July 1, 2012 **2015** and shall remain in effect until June 30, 2015 **2019**, and from year to year thereafter, unless either party notifies the other, no later than one hundred and twenty (120) days prior to the expiration date above, that it wishes to modify or change this agreement in any manner.
- 21.1 Upon receipt of such notice, meetings will begin as soon as possible to negotiate such changes, but no later than thirty (30) days after such notice has been received by either party.
- 21.2 This Agreement shall remain in full force and effect during such negotiations, and all increases in wages and benefits shall be retroactive to the expiration date specified in Section 21.0 above.

#19: APPENDIX A

Wage increases shall be made retroactive back to July 1, 2013 **2015** for current **all** employees.

POLLUTION CONTROL WAGES

Current Position Title	New Title	Current Wage	7/1/15 2.5%	7/1/16 2.5%	7/1/17 2.5%	7/1/18 2.5%
Plant Operator I	Poll. Control Technician I	\$25.75	\$26.39	\$27.05	\$27.73	\$28.42
Plant Operator II	Poll. Control Technician II Step I Step 2**	\$29.26	\$29.99	\$30.74	\$31.51	\$32.30
			\$29.99	\$30.74	\$31.51	\$32.30
			\$30.29	\$31.05	\$31.82	\$32.62
Plant Operator III	Poll. Control Technician III Step I Step 2**	\$32.04	\$32.84	\$33.66	\$34.50	\$35.37
			\$32.84	\$33.66	\$34.50	\$35.37
			\$33.17	\$34.00	\$34.85	\$35.72
Facility Mechanic	Chief Mechanic Step I Step 2**	\$34.94	\$35.81	\$36.71	\$37.63	\$38.57
			\$35.81	\$36.71	\$37.63	\$38.57
			\$36.17	\$37.07	\$38.00	\$38.95
Laboratory Technician	Laboratory Analyst	\$29.86	33.17*	\$34.00	\$34.85	\$35.72
New Position	Mechanic Step I Step 2**		\$32.84	\$33.66	\$34.50	\$35.37
			\$32.84	\$33.66	\$34.50	\$35.37
			\$33.17	\$34.00	\$34.85	\$35.72
New Position	Poll. Control Technician IV Step I Step 2**		\$35.81	\$36.71	\$37.63	\$38.95
			\$35.81	\$36.71	\$37.63	\$38.57
			\$36.17	\$37.07	\$38.00	\$38.95

* Wage increased to equal Technician III rate

** Additional 1% increase

#20:

New Job Descriptions