

Board of Selectmen
Special Meeting
Monday, May 09, 2011 – 6:00 PM
Jonathan Trumbull Library

MINUTES

- 1.0 Meeting called to order by First Selectman Joyce Okonuk. Selectman Linda Finelli was in attendance and Selectman John Bendoraitis was absent. Audience: 11
- 2.0 Selectmen met with members of the Jonathan Trumbull Library Board of Directors to discuss benefits presently being provided to non-union, part-time library staff. The benefits include vacation and sick pay. Based on the number of hours worked per week, employees receive a comparable number of hours of vacation time per year. Should a holiday fall on a day a part-time employee is scheduled to work, that employee gets holiday pay for the regular hours they would have worked on that day. They receive no pension, health or life insurance benefits. By comparison, non-union, part-time staff at the Town Hall do not receive any vacation, sick or other benefits, nor do they receive holiday pay even if their day scheduled to work falls on a holiday. It was the consensus of those present that all town and library part-time staff should be treated equally with regard to benefits and the Library Board will continue to investigate this issue as they prepare for the next fiscal year.
- 3.0 At the present time, the Library Director is not included in a union contract although she works 32 hours per week. First Selectman Okonuk indicated that the town's labor attorney has recommended the town oppose her joining a union as she is a management employee and should not be included in the same union as the staff she supervises. The Director, present at the meeting, indicated her only reason for wishing to join was to receive benefits similar to that of her subordinates. Library Trustees and Selectmen compared the benefits now received by the Director to those available in the union contract. Library staff will continue to look at their budget for the next fiscal year to see where they can locate the funds to provide the requested benefits. The Director also wishes to pay the same co-share on her health insurance as her employees, which is somewhat lower than what she is presently paying. That request will also be considered in the review.
- 4.0 The Library Director wishes to join the Municipal Employees Retirement Plan (MERF) and would like to join retroactive to July 1, 2008 which is the date the other two full-time Library staff joined the Union and began participating in MERF. The Library Board and the employee would have to pay the retroactive payments to catch her up to date and then fund the MERF contribution in the next fiscal year. There is one other Library employee who is non-union, works 25.5 hours per week, and may also be interested in MERF participation if the position stays above 20 hours in the next fiscal year. Selectman Finelli indicated that in order for the Library Board to find the funds they need for benefits next year they may have to reduce hours of operation. The First Selectman agreed with Finelli and suggested rather than close one day per week to just reduce the number of open hours on certain days. The ultimate decision must be made by the Library Trustees.
- 5.0 Moved by Finelli, seconded by Okonuk to authorize the expenditure of up to \$700.00 for postage associated with the mailing of the Summer Dance Fest letters of solicitation, funds to come from the Summer Dance Fest Committee, as recommended by the Committee. Vote: Yes, unanimous
- 6.0 Moved Finelli, seconded by Okonuk to adjourn the meeting at 7:15PM. Vote: Yes, unanimous

Respectfully submitted,

Joyce R. Okonuk, First Selectman