

2022 MAY 20 PM 2:13

RECEIVED FOR RECORD
WATERFORD, CT

Present: Rik Wells, Chairman
Krum Chuchev
Talivaldis Maidelis
Cathy Patterson

Absent: David Peabody

Also Present: Christine Walters, Human Resources Director; Eileen Duggan, Labor Counsel; Dan O'Connor, Part-Time Firefighter.

Mr. Wells called the May 19, 2022 Personnel Review Board Meeting to order at 6:30pm.

1. Review and approval of the Special Meeting Minutes of May 2, 2022

Mr. Maidelis made a MOTION to approve the May 2, 2022 Special Meeting Minutes of the Personnel Review Board. Seconded by Mr. Chuchev. Discussion took place on the role of the Personnel Review Board regarding new positions and re-structuring within departments; audits were discussed with the purpose of bringing detailed information on new positions to the Board for review.

(2-0) (Ms. Patterson and Mr. Wells abstained).

2. Town of Waterford Policy Regarding Eligibility for the Connecticut Municipal Employment Retirement System (CMERS)

Eileen Duggan, Labor Counsel, spoke on behalf of the Connecticut Municipal Employee Retirement System and how the Town is currently limiting part-time employee hours to less than 20 hours per week; codifying this policy will allow part-time employees to work up to 25 hours per week without eligibility to participate in MERS and those who work regularly an average of 26 or more hours per week are eligible to participate in MERS. Brief discussion on grandfathering any current employees who work twenty or more hours per week but less than twenty-six hours per week who currently participate in MERS; brief discussion regarding current Town benefits and employee eligibility; brief discussion regarding the zero financial impact of this policy on the Town.

Ms. Patterson made a MOTION to approve the Town of Waterford Policy Regarding Eligibility For The Connecticut Municipal Employee Retirement System (CMERS) as proposed (Attachment A). Seconded by Mr. Maidelis (4-0) Unanimous.

MOTION: Mr. Chuchev made a MOTION to adjourn the Personnel Review Board Meeting of May 19, 2022 at 6:58pm. Seconded by Ms. Patterson (4-0) Unanimous.

Respectfully Submitted,



Christine Walters
Recording Secretary

ATTACHMENT A

TOWN OF WATERFORD POLICY REGARDING ELIGIBILITY FOR THE CONNECTICUT MUNICIPAL EMPLOYEE RETIREMENT SYSTEM ("CMERS")

WHEREAS, the Town of Waterford ("Town") has the right and ability to determine the eligibility criteria for its employees to participate in the Connecticut Municipal Employee Retirement System ("CMERS"); and

WHEREAS, employees covered by collective bargaining agreements are eligible to participate in CMERS in accordance with the terms of those collective bargaining agreements; and

WHEREAS, although the Town does not have an explicit policy regarding eligibility criteria for its non-union employees to participate in CMERS, the Town has considered non-union employees regularly scheduled to work and working twenty (20) or more hours each week to be eligible to participate in CMERS; and

WHEREAS, the non-union eligibility criterion of twenty (20) or more hours each week to participate in CMERS has limited the number of hours of work of certain part-time employees (e.g., firefighters), despite a need and desire to increase the hours of such part-time employees; and

WHEREAS, the Town desires to modify and clarify the eligibility criteria for its Non-Union employees to participate in CMERS, and

THEREFORE, the Personnel Review Board adopts the following:

1. Non-union employees who, over the course of a fiscal year, are regularly scheduled to work and work an average of twenty-six (26) or more hours each week (or one thousand three hundred fifty two (1352) hours in the fiscal year) are eligible to participate in CMERS.
2. Once eligible to participate in CMERS, a non-union employee must continue to be scheduled to work and work an average of twenty-six (26) or more hours each week (or one thousand three hundred fifty two (1352) hours in the fiscal year) to remain eligible to participate in CMERS.
3. Any current non-union employee who works twenty (20) or more hours but less than twenty-six (26) or more hours each week and participates in CMERS is grandfathered (or allowed to continue to participate) in CMERS.
4. This policy does not address eligibility criteria for other items that are statutorily based, such as, for example, eligibility to participate in group health insurance under the Affordable Care Act and/or eligibility for paid sick leave under the Connecticut Paid Sick Leave Act.