

City of Danbury

Minutes of a special meeting of the General Employees Pension Plan Committee, September 4, 2014.

Meeting called to order by David St.Hilaire at 11:40 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.

A special meeting was held to discuss eligible earnings to be included in the basis of calculation for benefits for Ralph Azzarito.

Mr. Azzarito was a City of Danbury employee who elected to remain a member of the General Employees' Pension Plan at the time of the transfer of the City's sewer operations to U.S. Filter, now Veolia Water NA. City employees impacted by the transfer were given the option of remaining in the GEPP or switching to the U.S Filter 401(k) plan.

Mr. St.Hilaire explained that at issue is the fact that "compensation" from Veolia Water includes bonuses, while the City does not typically include "bonuses" in pension calculations.

Mrs. Rosemark explained that while the ordinance does include a definition of compensation, the ordinance does not contemplate the type of bonuses that a private employer would pay. The ordinance was written for public employees.

Mr. St.Hilaire provided background on the transfer to U.S. Filter, and explained that Mr. Azzarito remains in the GEPP by virtue of his Teamsters' status in 1997. The agreement executed by the parties in 1997 could not have anticipated the types of bonuses that a private employer would pay.

Mrs. Rosemark provided an overview of the Veolia Water bonus criteria. Mr. Azzarito provided additional details on the calculation of the Veolia bonus.

Mr. St.Hilaire opened the meeting for questions from the members. Mr. Saumell questioned whether Mr. Azzarito was paid overtime or received any kind of differential pay.

Mr. St.Hilaire clarified that the board had voted in 2007 to continue to allow Mr. Azzarito to remain in the GEPP as a non-union employee of Veolia.

Mr. Azzarito stated that in his opinion bonuses are part of compensation.

Mr. St.Hilaire stated that allowing bonus compensation would set a precedent. However, Larry Martinez had received credit for a nominal "safety bonus" when his benefit was calculated.

Motion by Mr. St.Hilaire to table the vote until more research could be completed on what compensation is for the purposes of pension/

Seconded by Mr. Saumell.

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Discussion followed.

Motion by Mr. St.Hilaire to table the vote. 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 12:05 p.m.



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

c: Town Clerk