

Easton Fire Commission

Special Meeting

August 30, 2017

Filed subject to approval

Attendance: D. Buchanan, R. Cable, D. Katz, J. Miranda, T. Pajonas

Also in attendance: S. Waugh, D. Davies, C. Sugar

The meeting was called to order at 7:37 pm

The Commission met at a Special Meeting, with FF Davies of IAFF Local 1426 in attendance, and reviewed the issues in accordance with Article IV and Article XVIII of the "Contract between the Town of Easton and Local 1426 of the International Association of Firefighters, AFL-CIO." The union was grieving the new health insurance policy adopted by the Town. There was variation between the old and new plans relating to deductibles and the HSA. The old plan had high deductibles, but offered an HSA. The firefighters annually contributed \$2,000 to the HSA and this was matched by \$2,000 by the town. Six of the eight firefighters contributed to the HSA. The HSA could be converted to a HRA that could be used after retirement to pay for insurance coverage until firefighters reached 65. The Town changed insurance policies to a PPO type plan and ConnectiCare now provides medical insurance. The new plan has lower deductibles, similar coverage and saved the town \$100,000. However, there is no HSA. Commissioner Pajonas mentioned the contract language, using both "and" and "or". Attorney Sugar said labor law does not take the contract language that literally. He said that the town used its best efforts to be in compliance with the contract. Commissioner Katz asked for a spreadsheet comparing both insurance policies. He also suggested that the grievance could be more of a funding versus a coverage issue. Commissioner Buchanan said the Commission did not have enough information to make a decision at the meeting. Commissioner Pajonas made the motion below and Commissioner Miranda seconded the motion. Motion passed unanimously.

"At this time, the Board of Fire Commissioners does not have enough information regarding the differences between the two plans nor any negotiations that may have taken place prior to or after the change in Plans to make an adequately informed decision about this matter. The Board would like to have this matter deferred further as provided in the Contract. The Board therefore is denying the grievance."

Commissioner Miranda motioned to approve the June minutes. Commissioner Pajonas seconded the motion. Motion passed unanimously.

Chief Waugh said the Department finished the year \$1,800 in the black and money was returned to the town. Overtime and maintenance accounts were over, but some other accounts were under. A repair was done for Engine 3's cooling system that cost \$1,000. There were two new volunteers, and firefighters were sent to driving and pump classes. It was a quiet summer. The firefighters are continuing their opioid training. Chief Waugh is concerned about the trees and their potential for damage to Town and private property.

Commissioner Katz motioned to cancel the Commission's September meeting in lieu of the special August meeting. Commissioner Miranda seconded. Motion passed unanimously.

Commissioner Cable motioned to adjourn the meeting at 9:13 pm. Commissioner Katz seconded.
Motion passed unanimously.

Respectfully submitted,

Commissioner Roberta Cable, Secretary