



TOWN OF MIDDLEBURY

Office of the Selectmen

MINUTES

MEETING OF THE BOARD OF SELECTMEN Monday, December 21, 2015 – 6:00 p.m. Town Hall Conference Room

Present: Edward B. St. John, First Selectman
Elaine M. Strobel, Selectman
Michael J. McCormack, Selectman

Also Present: Attorney Robert Smith
Barbara J. Whitaker, Recording Clerk
Frank Cipriano, Police Commission
Bill Stowell, Board of Finance
Maggie Smith
Rita Smith, Board of Finance

Call to Order with Pledge of Allegiance

The meeting was called to order with the Pledge of Allegiance.

Approval of Minutes of December 7, 2015 Meeting

Selectman Strobel MOTIONED to approve the minutes of the December 7, 2015 meeting, SECONDED by First Selectman St. John. Unanimous approval.

Tax Rebates

Cab East, LLC, Atlanta, GA	\$100.34
David John Coyle, Middlebury, CT	\$179.45
David John Coyle, Middlebury, CT	\$170.18
Honda Lease Trust, Sacramento, CA	\$54.34
Roberta Jacovino, Middlebury, CT	\$30.70

First Selectman MOTIONED to approve the above-mentioned tax rebates, SECONDED by Selectman Strobel. Unanimous approval.

Appointments

Selectman Strobel MOTIONED to appoint Todd Anelli (R), 10 Plymouth Lane as a member of the Economic and Industrial Development Commission for term from December 21, 2015 through December 21, 2020 SECONDED by First Selectman St. John. Unanimous approval.

First Selectman MOTIONED to appoint Sandra Young (R), 37 Dwyer Road as a member of the Beautification Committee – term from December 21, 2015 through December 21, 2019 SECONDED by Selectman Strobel. Unanimous approval.

Reappointments

First Selectman St. John MOTIONED to Ted J. Mannello (R), 139 Artillery Road as a member of the Land Preservation and Open Space Committee – term from December 15, 2015 through December 15, 2016, SECONDED by Selectman Strobel. Unanimous approval.

First Selectman St. John MOTIONED to reappoint Janice S. LeDuc (R), 107 White Deer Rock Road as a member of the Safety and Health Committee – term from December 21, 2015 through December 21, 2016, SECONDED by Selectman Strobel. Unanimous approval.

Discussion and Consideration

Approval of Contract for Acting Chief Fran Dabbo

First Selectman St. John MOTIONED to approve the contract for Acting Chief Fran Dabbo, SECONDED by Selectman Strobel. There was some discussion on the MOTION:

Selectman McCormack asked if the extra duty is overtime because in most management jobs you do not earn overtime. Attorney Smith explained that the Town does not want to violate the union contract. The past Acting Chief's had been allowed to do overtime because they remained lieutenant and were Acting Chief; and Fran Dabbo comes in with no rank. The previous Acting Chief's remained in the union. That is really the only change. He will be paid overtime on an overtime basis, but not on an extra duty basis. If there is a need where there are no officers to fulfill the need he can fill in, but only at time and a half. Mr. McCormack asked whether Mr. Dabbo will be paid overtime if he is supposed to leave at five and leaves at eight. Attorney Smith indicated that Acting Chief Dabbo would not be paid overtime.

Unanimous approval. The MOTION PASSES.

Approval of Retirement Incentive

First Selectman MOTIONED to approve the Voluntary Retirement Incentive Program, SECONDED by Selectman Strobel. There was some discussion.

Selectman McCormack asked what the town was trying to accomplish with the retirement incentive. Attorney Smith explained that there are some policemen who would qualify for this program (two). You have to be at least 47 years of age with 20 years of service. There would be a substantial savings because the two that might leave are at the highest officer ranks; all of the office patrol ranks the pay scales have been lowered and they are not subject to that.

Selectman McCormack asked for the difference in the spread. \$25.44 versus \$33.84 per hour; Attorney Smith calculated at least \$32,000 savings in the first year. His calculation is that even after the eighth year we will save in wages alone. Selectman McCormack asked about the rate of pay. Attorney Smith said that new officers would be eligible for the current prevailing wage without overtime.

First Selectman St. John said that he spoke with Chief Viadero and Attorney Smith about all of the numbers on how they would approach this. They are going to use the savings to offset the overtime issue in the Police Department. Unanimous approval.

Selectman McCormack requested that Attorney Smith report by March 31st. There was some discussion on the timing of the retirements. First Selectman said that the Chief will be leaving by the end of the month and he helped to work on this Program. The First Selectman said that the savings would be great and that the Chief has already discussed this with the officers.

Unanimous approval. The MOTION PASSES.

Public Comments

Marj Needham asked if this retirement incentive was being offered to other employees. Attorney Smith explained that it was just being offered to the Middlebury Police Department.

Adjournment

Selectman Strobel MOTIONED to ADJOURN, SECONDED by Selectman McCormack. Unanimous approval.

These minutes are submitted subject to approval.

Respectfully submitted,

Barbara J. Whitaker

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Recording Clerk