

THESE MINUTES ARE SUBJECT TO APPROVAL AT THE NEXT ESTUARY TRANSIT DISTRICT MEETING

ESTUARY TRANSIT DISTRICT
SPECIAL MEETING
17 INDUSTRIAL PARK ROAD, CENTERBROOK, CT
FRIDAY, SEPTEMBER 21, 2012

CALL TO ORDER

The special meeting of the Estuary Transit District was called to order by Leslie Strauss, Chairman at 9:05 a.m. on Friday, September 21, 2012.

PLEDGE OF ALLEGIANCE

Leslie Strauss led the Pledge of Allegiance.

ROLL CALL

A quorum was established with the following Board members present: Leslie Strauss, John Forbis, Virginia Zawoy, Richard Cabral, Ralph Eno, Noel Bishop, Roland Laine, and Dick Smith.

Absent: Jack Spangler

Staff members presented include: Joe Comerford, Halyna Famiglietti, Paul Tyrrell,

Visitors: Marcia Cades

COMPENSATION REVIEW – Discussion and Approval

John Forbis, Compensation Committee, reported that the Committee met several times. Their report was distributed and discussed. Due to the growth of the District and the importance of reliable service, the Committee recommends hiring additional full-timer drivers and the implementation of a mechanism to increase the median salary of drivers. The costs associated with these measures were discussed and include a step increase schedule in addition to any yearly increase given by the Board. The proposal presented offers a reward for longevity.

Joe Comerford reported that much of the turn-over rate in drivers will be addressed with a higher rate of pay and full time drivers. He continued that most of our drivers leave if/when they find full time employment.

Leslie Strauss reported that the State should provide additional funding. Joe Comerford responded that he does make requests to the State for additional funding; however, CT Transit receives funding but 9TT does not. The State would like 9TT to be funded with more local money. For example, the State requested that the Shoreline Shuttle route be expanded but to date, they have not provided funding for this additional service.

John Forbis reported that the Board makes the determination on any increases and can determine how much of a “pool” will be from merit and how much will be an automatic increase. There is an evaluation system that includes cost of living and merit increases.

Noel Bishop asked if the morale of other employees (non-drivers) will be affected if drivers receive an increase. Joe Comerford responded that other salaries are well ahead of the drivers and he did not have concern about morale.

Noel Bishop made a motion to adopt proposal schedule as presented. Dick Smith seconded the motion. The motion passed unanimously.

Retention of Part Time Employees

In order to retain part-time employees and encourage them to work more hours, the Committee recommends implementing limited benefits for part-time employees beginning July 1, 2013. These benefits include dental, vision and vacation benefits. The costs associated with the proposal were included in the Board packet.

John Forbis made a motion to accept the proposal as presented. Richard Cabral seconded the motion. The motion passed unanimously.

ADJOURNMENT

Richard Cabral made a motion to adjourn the meeting at 9:52 a.m. Ralph Eno seconded the motion. The motion passed unanimously.

Respectfully Submitted,

Suzanne Helchowski
Clerk