

MINUTES OF THE 7 OCTOBER 2019
SCCOG EXECUTIVE COMMITTEE MEETING
SCCOG Office, Norwich, CT

Present: Tom Sparkman, Mark Nickerson, Michael Passero, Art Shilosky, Jim Rivers
Staff: James Butler

Chairman Sparkman opened the meeting at 8:30 a.m.

1. Agenda Speakers for 10/16/19 SCCOG Meeting

The Executive Committee scheduled presentations on the Regional Bike-Pedestrian Plan (Kate Rattan, Kevin Tedesco) and the JLUS Implementation Project (Frank Fish) for the October COG meeting.

2. Known/Possible Changes in SCCOG Membership

The Executive Committee discussed the fact that four members of the COG, including long serving members Bob Congdon and Dan Steward, are not running for re-election this fall. This will bring four new members, and possibly others depending upon election results, to the SCCOG board.

3. FY 2019 SCCOG Annual Report

The Executive Committee reviewed the FY 2019 Annual Report which has been submitted to OPM. The Executive Director stated that OPM has not accepted the report yet, but has notified the SCCOG that its FY 2020 spending plan has been approved, but that RSG payments will be delayed several months.

4. FY 2018 STIP/TIP Amendments

MOTION: To recommend approval of the FY 2018 STIP/TIP Amendments (Nickerson, Passero). So voted unanimously.

5. Proposed Sick Leave Buy Back Policy

The Executive Director presented a memorandum to the Executive Committee outlining the background of this topic, and his recommendation to the Executive Committee. This item was raised by members of the Executive Committee several meetings ago, and at their request, the Executive Director researched this subject and proposed an amendment to the SCCOG's sick leave policy, which would buy back unused sick leave for employees leaving the SCCOG's employ having ten years of continuous service. The maximum days bought back would not exceed 60 days. The proposed amendment was consistent with Colchester and Lisbon sick leave policies, and that of the Capitol Region Council of Governments. Members of the Executive Committee discussed the rate at which SCCOG employees accrue sick leave (one day per month), the fact that this proposed amendment would encourage and reward good attendance,

allow every employee to be treated the same in that their sick leave would have value even if it was not taken, and asked that the amendment proposed provide the sick leave buy back to beneficiaries of employees who have ten years of service and die while at the SCCOG. The Executive Committee discussed the cost this amendment could have/will have to the SCCOG, with members stating that it was affordable and the right thing to do for its employees.

MOTION: To recommend that the SCCOG approve an amendment to the SCCOG sick leave policy that would state: *Employees leaving the Council's staff after ten (10) years of continuous service shall be paid for one-half (1/2) of their accrued sick leave, up to a maximum of sixty (60) accumulated sick days. Upon the death of an employee having ten (10) years of continuous service, the employee's designated beneficiary shall be paid for one-half (1/2) of their accrued sick leave, up to a maximum of sixty (60) accumulated sick days* (Shilosky, Rivers). So voted unanimously.

6. Other

The Executive Committee scheduled a presentation by the Eastern Connecticut Land Bank to the SCCOG for either the November or January meeting.

The Executive Director informed the Executive Committee that he had solicited proposals to power wash and paint the exterior of the SCCOG office, had received four proposals, and had selected the low bidder. This contractor painted the building the last time it had been painted in 2006.

The Executive Director informed the Executive Committee that he had offered to the operator of the TRHPF water taxi to store a small amount of equipment, including life preservers, in the warehouse this winter.

The Executive Director informed the Executive Committee that the SCCOG's current health insurance provider (ConnectiCare) had quoted the SCCOG an 18.4% increase. He said he was now working with the SCCOG insurance agent to mitigate this increase, including the possibility of switching health insurance providers.

7. Adjournment

The meeting adjourned at 8:53 a.m.

Respectfully Submitted,

James S. Butler, Executive Director