

Amended Memorandum of Agreement

This Memorandum of Agreement ("Agreement") is made between the Town of Colchester ("Town") and the Municipal Employees Union Independent Town Administrators ("Union") and Jason Nowosad ("Mr. Nowosad") (collectively referred to herein as the "Parties").

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement (CBA) dated July 1, 2021-June 30, 2024 which includes the position of Building Official; and

WHEREAS, Jason Nowosad was appointed as the Town's Building Official position on February, 17, 2023 pursuant to an MOU signed on 2/17/23 by the Union and Town, and signed on 2/22/23 by the employee. That original MOU is being amended by this MOU which contains any/all exceptions to the existing collective bargaining agreement as pertaining to the position of Building Official;

NOW THEREFORE, the parties hereby agree as follows:

1. Effective February 17 Mr. Nowosad will be hired at a yearly salary of \$71,000, for the 2023-2024 contract year. This salary was arrived at considering that fact that Mr. Nowosad requested and agreed to waive health insurance benefits provide by the town.
2. The parties agree to renegotiate the Building Official salary should Mr. Nowosad decide to elect insurance at a later date to assure no increase in costs to the town.
3. The employee shall be paid for all holidays as listed in the CBA.
4. Because he has more than eight (8) years prior experience, the employee shall be given three (3) week's vacation to start and then becomes subject to the escalating vacation schedule in the CBA.
5. Sick time shall be awarded according to the CBA and shall not be pro-rated.
6. The parties agree to modify Article 9, Section 1 for the position of Building Official as follows:

30 hours a week, with weekly hours being flexible schedule and demand. Office Hours consisting of Monday, Tuesday, Wednesday, Friday-10 AM -12 PM. A minimum of 8 hours per week with more as needed depending on volume.
7. The parties agree that this position shall remain a union position In the MEUI, Local 506, SEIU, AFL-CIO, CLC Town of Colchester Town Administrators Union.
8. The parties agree to modify the first line of Article 22, Section 1 as follows:

Full-time employees, and part-time employees working a minimum of thirty (30) hours per week, will be eligible to participate in a Section 401(a) Plan after completing probation with the Town.
9. Any additions to, deletions, or modifications of any provision of this Agreement shall be effective only if made in writing and executed by the Parties.
10. This Agreement constitutes the complete understanding between the Parties concerning the matters addressed herein, and supersedes any and all prior agreements or understandings, oral or written, between the Parties addressing this topic.

AGREED TO:

FOR THE UNION:

Local Union Leadership

Dated: _____

FOR THE TOWN:

A. Bisbikos, First Selectman

Dated: _____

EMPLOYEE:

Jason Nowosad

Dated: _____

MEMORANDUM OF AGREEMENT

This agreement is made by and between the Town of Colchester (hereinafter the "Town") and Municipal Employees Union "Independent", Local 506, SEIU, AFL-CIO, CLC (hereinafter the "Union"). The Town and Union hereby agree as follows:

Whereas, the Town Finance Director, Fire Chief, and Accountant positions all do not have the unilateral ability to hire or fire nor the ability to unilaterally set a budget.

Whereas, Article 1, Section 1 of the Administrator collective bargaining agreement states:

"The Town of Colchester herein recognizes the Municipal Employees Union Independent, Inc., as the exclusive bargaining representative of the following Administrative employees, whose job titles and/or job classifications were placed within the Administrative Unit by the Connecticut State Board of Labor under ME-19,290 or by agreement of the parties: Director of Operations, Fleet Maintenance Supervisor, Assessor, Fire Marshal, Director of Youth & Social Services, Engineer, Water Department Supervisor, Zoning Enforcement Officer/Assistant Planner and Finance Director.

The Town of Colchester herein recognizes the inclusion of the positions of Wetlands Enforcement Officer and Director of Senior Services into the Local 506 (Town Administrative) Bargaining Unit through a Letter of Agreement signed on November 11, 2006. The Town of Colchester herein recognizes the inclusion of the Director of Library Services effective March 2, 2009, and the Building Official effective March 15, 2015."

Therefore, the parties agree as follows:

To recognize the inclusion of the Town Finance Director, Fire Chief, and Accountant effective May 1, 2023.

To amend Article 1, Section 1 of the Administrator collective bargaining agreement to state:

"The Town of Colchester herein recognizes the Municipal Employees Union Independent, Inc., as the exclusive bargaining representative of the following Administrative employees, whose job titles and/or job classifications were placed within the Administrative Unit by the Connecticut State Board of Labor under ME-19,290 or by agreement of the parties: Director of Operations, Fleet Maintenance Supervisor, Assessor, Fire Marshal, Director of Youth & Social Services, Engineer, Water Department Supervisor, Zoning Enforcement Officer/Assistant Planner, Wetlands Enforcement Officer, Director of Senior Services, Director of Library Services, Building Official, Finance Director, Fire Chief, Accountant.



Colchester Youth First Coalition

To: Andreas Bisbikos, First Selectman
From: Youth First Coalition
Re: Opioid Settlement Funds
Date: April 20, 2023

On behalf of Colchester Youth Service's Youth First Coalition, we would like to request that the Colchester Board of Selectmen designate the Coalition as the official task force for the management of the opioid settlement funds. The Coalition functions as the advisory board for Colchester Youth Service's Youth Services Bureau as mandated by state and federal statute governing all Youth Services Bureaus in the state of Connecticut.

The Coalition is represented by a multi-sector group of community members experienced in developing data-driven programming and initiatives based on the identified needs of youth and families in Colchester. As such, we are uniquely suited to determining the best use of funds from the settlement.