


**STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT**

MUNICIPAL ACCOUNTABILITY REVIEW BOARD

MEMORANDUM

TO: Beth A. Sabo, Commissioner of Human Resources, West Haven
Katherine Vecellio, President, West Haven Fire Department, West Shore Fire
Department and West Haven 911 Dispatchers, International Association of Firefighters
& UPPFA of CT, Local 5127

FROM: Robert S. Dakers, OPM 

SUBJECT: MARB Rejection of Tentative Collective Bargaining Agreement

DATE: April 19, 2018

According to Section 367(b)(6) of Special Act 17-2, June Special Session, the Municipal Accountability Review Board (MARB) shall have the same opportunity and authority to approve or reject, on not more than two occasions, proposed collective bargaining agreements as is provided to legislative body of the municipality. At its meeting on April 5, 2018, the MARB, by a majority vote, rejected the tentative agreement between the City of West Haven and West Haven Fire Department, West Shore Fire Department and West Haven 911 Dispatchers, International Association of Firefighters & UPPFA of CT, Local 5127

While the MARB recognizes the efforts of the parties to address the severe financial and budgetary problems confronting the City, there was discussion by the MARB regarding the City's ability and willingness to pay for this agreement. A majority of the MARB members believed that the agreement, including the proposed wage increases, would exacerbate the City's already current and projected annual deficits, currently at \$9.0 million or more, thereby warranting rejection of the tentative agreement. The chart referenced at the April 5, 2018 meeting that outlines some key provisions of labor contracts that have, to date, come before the MARB is attached for reference.

Please contact me if you have any questions in this regard for me or the MARB. The MARB looks forward to working with the parties as this process proceeds.

Attachment

Cc: Members of the MARB
Larry Wilson, Deputy State Treasurer
The Honorable Nancy Rossi, Mayor
Michael Sullivan, OPM
Alison Fisher, OPM
Riju Das, State Treasurer's Office

Selected major provisions of agreements presented to MARB to date April 5, 2018 OPM

	West Haven Water Pollution Control Local 1303-345	Hartford Local 1716	Hartford BOE School Safety Officers, Local 1018D	West Haven Dispatchers, Local 5127
Term	July 1, 2017 to June 30, 2020	July 1, 2015 to June 30, 2021	July 1, 2017 to June 30, 2019	July 1, 2017 to June 30, 2020
Wages	7/1/17: 0% 7/1/18 & 7/1/19: 2% Step movement	7/1/15; 7/1/16; 7/1/17: 0% 7/1/18; 7/1/19: 2% 7/1/20: 0% Step movement	7/1/17 & 7/1/18: 0%; No steps Note: 7/1/16: 0%; No steps	7/1/17: 0% 7/1/18; 7/19: 2% Step movement
Active Health Insurance	July 1, 2018: HDHP/HSA (\$2,000/\$4000; 50% HSA); Buy up option to PPO Employee Premium Share: Remain at 12%	July 1, 2018: HDHP/HSA (\$2,000/\$4000; 50% HSA); Buy up to PPO until 6/30/21 Employee Premium Share: 7/1/17: Remain at 12% 7/1/18; 7/1/19; 7/1/20: 13%, 14%, 15%	PPO; 12% employee premium share effective July 1, 2014	July 1, 2018: HDHP/HSA (\$2,000/\$4000; 50% HSA); Buy up option to PPO Employee Premium Share: 7/1/17: 14% (prior 12%)
Retiree Health	Retirement 5/65 or 20/50 CURRENT If hired prior to 1/1/12 Pre-65: same premium share as actives for same plan as actives, as it changes from time to time. Post-65: same premium percentage as actives for supplement for retiree and spouse, not to exceed \$1,000/year retiree or \$2,000/year for retiree and spouse If hired 1/1/12 or after: 25% premium share for retiree and 50% for spouse both pre and post 65 Employees hired after July 1, 2017 not eligible for retiree health at retirement	Current: Retiree may purchase health insurance, at own cost; For those retiring w/ 25 years of service/ age 55, City contributes \$600 towards premium until age 62, with City paying full premium between age 62 and 65 New Agreement: Same, except same plan available to actives but no employer contribution to HSA; however, not able to purchase or remain on City health plan after age 65; New employees-not eligible for retiree health	No retiree health	Retirement: 20 yrs of service Pre-65: Retiree/dependents same health insurance as at time of retirement; until age 60 pay same premium share as actives; 60 to 65 same percentage as when retired; Employees hired after 2/1/18 not eligible. 65 and Beyond: Receive reimbursement for Medicare Part "B; Receive Plan F (Supplement) for retiree/spouse-same premium share as actives and 50% for spouse; Employees hired after 2/1/18 not eligible.
Pension	401K Plan: Employer contribution 5% of salary; employee 2% to max of \$25%, employer matches up to 8%	State MERF	City MERF Pension Plan: 25 yrs/age 55, or 10/60, pension 2% of final average pay x's years of service; Max of 70%; final pay is highest 5 of last 10 years gross earnings (incl OT); 4% active contributions to SSI taxed income, 7% above	401K Plan: Employer contrib 5% of salary; employee 2% to max of \$25%, employer matches up to 8%
Sick Leave Accumulation/Payout at retirement	Current: 90 (LTD plan after 90 days); Payout is 100% of days up to max of 90/100; Employees hired after 7/1/18 not eligible	Current: 150/50% or 50 days, whichever is greater New Agreement: 120/50% or 40 days, whichever is less	175/50% 100% of days up to 70 or 50% of total, whichever is higher	Current: 110/120 (depends on hire date) (LTD after 90 days); Payout 100% to max of 90/100; Employees hired after 2/1/18 not eligible