

Municipal Accountability Review Board's Issues in Dispute
 With The City of West Haven Police Department Pension Plan Tentative Agreement
 For The Tier IV Binding Arbitration

All paragraphs identified below are the concerns of the Municipal Accountability Review Board (MARB). The MARB reserves the right to identify other issues of concern not raised in this document, as set forth in Connecticut General Statutes section 7-576e(a)(3) (iv) and section 7-576e(a)(3) (v).

Issue #	Article	Heading/Issue	Paragraph	Opponent
#1	All	West Haven Pension Plan - Closed 2009 Defined Benefit Plan. MARB proposed not to reopen concerning the changes will increase membership and associated cost	All	MARB
#2	Art. 1	Effective Date – MARB concerned the change will increase membership and associated cost.	1.08	MARB
#3	Art. 1	Employee – MARB concerned the change will increase membership and associated cost.	1.09	MARB
#4	Art. 2	Eligibility to Participate – MARB concerned the change will increase membership and associated cost.	2.01	MARB
#5	Art. 3	Employee Contributions - Participants hired prior to November 1, 2009 - MARB concerned the change will increase membership.	3.03(g)	MARB
#6	Art. 3	Employee Contributions - Participants hired after to November 1, 2009 - MARB concerned the change will increase membership and associated cost.	3.03(h)	MARB
#7	Art. 4	Normal Retirement Date – MARB concerned the change will increase membership and associated cost.	4.02	MARB
#8	Art. 5	Accrued Benefit Calculation – MARB concerned the change will increase membership and associated cost.	5.01(b)	MARB
#9	Art. 5	Escalation Clause Adjustment for Retirement Benefit – MARB concerned the change will increase membership.	5.06	MARB

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Issue #	Article	Heading/Issue	Paragraph	Opponent
#10	Art. 7	Married Participants - Standard Form of Benefit - Joint and Survivor Annuity - MARB concerned the change will increase membership and associated cost.	7.02	MARB
#11	Art. 8	Calculation of Retirement Benefit for Terminated Vested Participants - MARB concerned the change will increase membership and associated cost.	8.06	MARB
#12	Art. 17	Drop Plan – Informational. No proof that the description of the DROP Plan prepared by the City was ratified by the Police Union or approved by the City council. MARB concerned the change will increase membership and associated cost.	Not Included in First Redline Copy	MARB
#13	Appendix A	Post November 1, 2009, Hires – MARB concerned the change will increase membership and associated cost.	Appendix A	MARB
#14	Appendix B	Drop Plan – See issue #12. MARB concerned the change will increase membership and associated cost.	Not Included in First Redline Copy	MARB
#15	Collective Bargaining Agreement (CBA) MOU	MOU of CBA contains the modification to Pension Plan relating to retirees' health benefit. MARB concerned the change will increase membership and associated cost.	24.1 and 24.2 of CBA	MARB
#16	All	MARB concerned of the Police Pension Plan must be on a fiscally stable position going forward.	All	MARB
#17	All	MARB concerned with the overall plan for retention and recruitment of the City's police officers, of which the proposed Pension Plan changes are a part of.	All	MARB