

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

Overview of Selected Provisions of Tentative Collective Bargaining Agreement
Hartford BOE and School Safety Officers

Term: July 1, 2017 to June 30, 2019

Wages: 0% wage increase and no steps for Fiscal Years 2018 and 2019

Article IV.C Performance Incentive \$1,250 annually if show improvement as determined by Superintendent; 97% attendance

Article IV D. Work Year is 183 days; receive 1/183rd of salary for each day beyond

Article IV. Overtime 1.5 times pay for hours worked over 40 hours in a week; Double time for Sundays and holidays. Can get overtime paid by outside vendor.

Article A. Salary Schedules

	1	2	3	4
20 (183 Days)	\$25,978	\$31,391	\$33,555	\$36,803
21 (201 Days)	\$28,524	\$34,467	\$36,844	\$40,409

Appendix B Longevity: ranges from \$495 at six years to \$720 for 20 plus

Appendix C Fringe Benefits: PPO health insurance for active employees, with 12% employee premium share effective July 1, 2014; no retiree health insurance

Appendix E Severance Pay

- All employees earn 2 days a month, with maximum accumulation of 175 days
- Severance pay at retirement or death of 1 day's salary to a maximum of 70 days or one-half of total number of sick days; whichever is higher

Participate in City MERF Pension Plan:

- Employee with 25 years of service and age 55, or 10 years and age 60, eligible for pension based on 2% of final average pay for each whole year of service; Max of 70%; final average pay is highest 5 of last 10 years of gross earning (including OT)
- 4% active employee contributions of social security earning, 7% above such earnings