

BASIC COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF STAMFORD

AND

**LOCAL 2377 OF THE INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE & AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA-UAW**

July 1, 2005 - June 30, 2009

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AGREEMENT

AGREEMENT made and entered into this day of February 2006 by and between the CITY OF STAMFORD (hereinafter referred to as the City), LOCAL 2377 OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW (hereinafter referred to as the Union or Local) and THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW (hereinafter referred to as the International Union).

WITNESSETH

ARTICLE I
RECOGNITION

- A. The City recognizes and acknowledges that the Union is the exclusive bargaining agent with respect to wages, hours and working conditions of all employees of the City including those employees who work for the Board of Education, except uniformed and investigatory employees of the Police and Fire Departments; crossing guards; employees in the Sanitation Division, including incinerator, sewage plant and garbage collection other than sanitation clerk and lab technician; Highway and Street Departments, including tradeworkers, laborers and equipment operators; dental hygienists, registered professional nurses, school cafeteria employees, janitresses, head custodians, custodians, maintenance trade workers, working foremen, stadium supervisor and utility servicemen and all other employees in the jurisdiction of the Board of Education who are covered by collective bargaining agreements with the Stamford Education Association; accountant; registered professional nurses in all departments; E. Gaynor Brennan Golf Course; certain employees in the Traffic & Parking Department represented by other bargaining units; employees excluded under Section 7-467 (2) of Act 159, Laws of 1965 as amended, including all positions in the Office of Labor Negotiator, Administrative Assistant-Board of Representatives, Administrative Assistant-Health, and except seasonal, substitute and temporary employees. All such employees other than those excepted being thereafter referred to as the employees.
- B. (1) Seasonal employees are employees hired by the City or Board of Education to perform work only during a particular season or program (e.g., summer recreation programs; golf course; ice skating); and those employees' employment will end at the end of the statutory seasonal period and will not be rehired again in the same calendar year in a non-bargaining unit position doing work covered by this Agreement. The status of seasonal employees will be covered by the Conn. State Statute, Sec. 7-467 to 477 and applicable rulings of the State Board of Labor Relations except as provided by the Special Seasonal Agreement between the City and the Union, dated Nov. 9,

1993, attached hereto, and as amended in Appendix C. Seasonal employees will not be used to deny employment opportunity for a part-time or full-time Union member.

(2) Substitute employees are employees hired for the purpose of filling the position of a specific regular employee for the period of a sick leave or other extended leave of absence, provided however, that any person regularly used as a substitute for employees on such leave shall be deemed an employee covered by the terms of this Agreement.

(3) Provisional employees hired for a period not to exceed one hundred and eighty (180) days for such special purpose as the City or the Board of Education may see fit, in accordance with the Classified Service Rules. (City Charter Sec. C-5-90-3-No.6.)

(4) Temporary employees are employees hired for a period not to exceed thirty (30) days for such special purpose as the City or Board of Education may see fit. The use of temporary employees can be extended an additional thirty (30) days, upon mutual agreement, which shall not be unreasonably denied by the Union. Any extension beyond this requires mutual agreement of the parties.

- C. Unless otherwise specifically provided for in this Agreement, the terms of this Agreement shall apply to all employees from the date of their respective hirings other than seasonal, provisional, substitute and temporary employees, as defined in Article I subsection B(1),(2),(3) and (4).
- D. It is understood and agreed that unless otherwise specifically provided for in this Agreement, agreements, obligations and liabilities of the Board of Education are applicable only to those employees working for and under the administrative jurisdiction of the Board of Education and the agreements, obligations and liabilities of the City are applicable to all other employees covered by this Agreement.
- E. The recognition of "Special Seasonal" personnel and the terms of agreement for "Special Seasonal" personnel are set forth in full in the Supplemental Agreement dated November 9, 1993, and as amended in Appendix C.

ARTICLE II

UNION SECURITY

- A. All new employees, including seasonal employees, shall become members of the Union, or pay agency fees, commencing thirty (30) days after date of hire, as a condition of continued employment. Seasonal employees who are re-employed in a succeeding season shall pay dues commencing with the first date of re-employment. All such employees and all present employees who are members of the Union on the effective date of this Agreement and all employees who become members of the Union hereafter shall remain members of the Union in good standing by the payment of their regular weekly dues as a condition of continued employment.

- B. The City or the Board of Education, as the case may be, shall deduct such Union dues and initiation fees and service fees weekly from the earned wages of each employee. All sums so deducted shall be deposited weekly to the bank account of the Union, designated by the President and Treasurer of the Union.
- C. The City will provide the Union with a monthly listing of all Union members and their addresses, and other information contained in the Labor Turnover Report, and, for new hires, the name, address and phone number when available. In addition, the City will notify the International Union, UAW (at its Detroit address) of all new employees, including name, address and social security number. The Union agrees to use said addresses only for Union business and that the listing will not be used, shared, loaned, sold or in any way be made available to third party individuals and/or organizations.
- D. The Union and the City shall cooperate to provide the Union with access to new employees during the orientation session for the purpose of discussing issues of concern to the Union. This will be paid time for the new employee and the Union representative on duty, not to exceed twenty (20) minutes in a private location, and the Union shall provide a copy of this Agreement to the new employee.
- E. Retiree Check-off: Notwithstanding any other provision of the Plan, any retired employee entitled to receive a pension or supplement may, pursuant to the retired employee's written authorization and direction acceptable to the City, authorize the deduction of monthly Union dues from any monthly pension or supplement otherwise payable and direct that such dues be remitted to the Union.

An authorization to deduct said monthly Union dues shall become effective as of the first of the second month following the month in which the City received such authorization from the Union, and shall remain in full force and effect until revoked by the retired employee's written notice given to the City.

- F. V-CAP: During the life of this agreement, the City agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes an "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form. Deductions shall be made, pursuant to the forms received by the City, from the employee's first union dues period in the first month following receipt of the check-off authorization card, and shall continue until the check-off is revoked in writing. The City agrees to remit said deductions promptly to UAW V-CAP, in care of the International Union, UAW. The parties agree to develop appropriate procedures to implement the V-CAP program.
- G. The Union and/or International Union agree to indemnify and hold harmless the City for any loss and/or damage arising from the operation and execution of this Article.

ARTICLE III
HOURS OF WORK

- A. The regular hours of employment for all full-time employees shall be thirty-five (35) hours per week and seven (7) hours per day with a one (1) hour unpaid lunch, and two (2) fifteen (15) minute paid breaks. The regular hours of employment for employees shall be those hours now in effect in the various departments covered by this agreement. These hours may not be changed by any employee or supervisor without the specific agreement of the Human Resources Division and the Union.

Employees are not permitted to combine breaks with lunch, or breaks and/or lunch with the beginning or ending of their workday.

Employees working four (4) or (5) hours per day, will receive a fifteen (15) minute paid break only. Employees working six (6) hours a day will receive a thirty (30) minute paid break only, and no unpaid lunch.

- B. There shall be three (3) shifts in the E-911 Combined Dispatch Center and for Police Matrons as specified under Article XXV herein. Employees lunch/dinner hours may be staggered in order to provide 24 hours coverage as deemed necessary.
- C. All present provisions concerning special summer hours, lunch periods and coffee breaks, in effect in each of the various departments as of the date hereof, whether fixed or on an individual or group basis, shall continue in effect, provided that no employee shall be employed in a "split shift", i.e., a shift in which there are two regular working periods in a day separated by a period of time in excess of one hour of lunch.
- D. Unless otherwise provided for in this Agreement, the basic working hours shall be 8:30 a.m. to 4:30 p.m., except during the months of July and August when the hours shall be 8:00 a.m. to 4:00 p.m. Notwithstanding the above, for those employees normally assigned to the Government Center, the working hours shall commence no earlier than 8:00 a.m. and conclude no later than 6:00 p.m., except that during the months of January and July, the Tax Assessment and Collection Department employees may be assigned to conclude no later than 7:00 p.m. Within the aforesaid 8:00 a.m. to 6:00 p.m. period, no employee's established work schedule may be changed without giving said employee at least two (2) week's written notice.
- E. However, the Parks and Recreation Department may extend the scheduling practice currently in place for the Ice Rink and Recreation Divisions to include the Maintenance Division, including Special Seasonal employees, so that all such employees will be assigned regular schedules within a seven (7) day work week with overtime paid on the 6th and 7th working days as set forth in Article IV, Section E. (A five day work week, e.g.: Tuesday through Saturday with Sunday and Monday the 6th

and 7th days as such). Such schedule change must be announced and discussed with the Union at least forty-five (45) days prior to implementation.

F. The basic working hours for those employees assigned to the Board of Education shall be 8:00 a.m. to 4:00 p.m. except during the summer period when school is not in session. Summer hours for employees assigned to the Board of Education shall be established by June 1st of each year through mutual agreement of the Union and the Board of Education.

G. (1) The City reserves the right to increase the work week, up to a maximum of forty (40) hours per week, for employees at the WPCA, Facilities and Lines and Signs. These changes, which have been identified to the Union, shall affect only employees outside the Government Center. Once increased, the hours will not be unilaterally modified by the City, and shall affect all employees within a given classification in a work group, within these departments. Individuals with a hardship will notify the City. The City will elect to accommodate the hardship, or to leave that employee's hours unchanged. In the event a dispute occurs over a hardship, the parties agree to submit the matter to expedited arbitration. The change will be held in abeyance pending the ruling on the matter. The City will provide the Union a minimum of thirty (30) days notice before seeking to increase the hours of work, unless otherwise agreed upon.

(2) The City, in its sole discretion, reserves the right to increase the work week, up to a maximum of forty (40) hours per week, for any vacancy. In situations where a vacancy exists, if there are employees in the same classification and work group, a current employee from such classification and work group will be offered the opportunity to accept the additional hours as part of his/her work week. This opportunity will be offered to all such current employees, by order of seniority, prior to the hours being assigned to the vacancy. However, this provision shall not require the City to offer the additional hours to any employee who would be required to change supervisors, or to otherwise assume materially different job duties, as a result of accepting the additional hours. The City will provide the Union a minimum of thirty (30) days notice before seeking to assign the additional hours to any vacancy. Any increase in work hours accepted by a current employee, or assigned to an individual filling a vacancy, shall not be unilaterally modified by the City.

(3) Employees will be compensated based upon the corresponding increase in hours. Overtime as outlined under Article IV, Section E, will begin after the employee has worked in excess of the new regular hours of work. Any previously accumulated sick, vacation, and personal days shall be counted toward the new work schedule on a day for day basis, notwithstanding the increase in the required work day. However, for pay-out purposes, employees will receive payments based upon their original accumulated hours accrued prior to the change.

H. Employees required to perform snow plowing duties during snow storms shall not be required to work more than fifteen (15) hours continuously without a rest period of six (6) hours.

ARTICLE IV
WAGES

A. (1) All employees, except as indicated in Appendix C or as indicated in the grants agreement, shall receive the wage increases as outlined below and contained in Appendix A hereto.

(a). Effective and retroactive to July 1, 2005, all wage rates in effect on June 30, 2005 will be increased by three percent (3%).

(b) Effective and retroactive to July 1, 2006, all wage rates in effect on June 30, 2006 will be increased by three percent (3%).

© Effective and retroactive to July 1, 2007, all wage rates in effect on June 30, 2007 will be increased by three percent (3%).

(d) Effective and retroactive to July 1, 2008, all wage rates in effect on June 30, 2008 will be increased by three percent (3%).

Employees who are on active pay status on the date of the execution of the Agreement and each subsequent effective date of increase shall be eligible for wage increases and retroactive payments. Notwithstanding the above, any employee who voluntarily retired after 6/30/2005 with regular retirement in CERF shall be eligible for retroactive payment from 7/1/2005 until the date of their retirement. Those employees on authorized leaves of absences without pay on either the execution date or a subsequent date of increase shall receive increases or retroactive payments within 30 days of the employee's return to active pay.

(2) Effective upon the execution of this agreement, all new hired employees will be subject to the salary grid as contained in Appendix "B".

(3) Effective and retroactive to July 1, 1998, each employee covered by this Agreement shall receive longevity in accordance with the following schedule:

After the tenth (10 th) year of service	\$350.00/yr.
After the fifteenth (15 th) year of service	\$450.00/yr.
After the twentieth (20 th) year of service	\$550.00/yr.
After the twenty-fifth (25 th) year of service	\$650.00/yr.

Longevity payments will be made lump-sum during the month of December each year. Longevity will continue to count towards the employee's pension in calculating base salary. An employee, who will be eligible for longevity during the fiscal year, will receive his/her longevity in December (ex. Employee with ten years as of February 20th during the fiscal year, will receive longevity pay in December, two months earlier. Conversely, an employee who reaches ten years as of August 20th will receive longevity in December, four months later).

- B. Employees, except as noted below, shall be paid weekly on a Friday for a week beginning the preceding Saturday, in an amount arrived at by dividing the current annual wages as listed in Appendix "A" or Appendix "B"(for employees hired after the execution of this agreement) by the number of pay days - 52 or 53 - there may be in the respective annual periods during the term of this Agreement. However, the hourly wage shall be calculated on a 52 week basis. Wages for employees at the E-911 combined dispatch center, dog wardens, and the police clerk matrons shall be paid weekly on Friday for a week beginning the preceding Friday.
- C. Any employee required to work temporarily in a higher rated classification for a period of five (5) consecutive working days or more shall receive for such work the rate in such higher rated classification at their same step rate, retroactive to the first day work commenced in said higher rated classification (Example: An employee at grade[step] S-4[D], who works out of classification at grade S-6 will be placed at step D).
- D. Employees working on a second shift (one starting between 12:00 Noon and 6:00 p.m.) shall receive a shift differential of seven percent (7%) over their regular straight time rates for all hours worked on said shift, and such employees working on a third shift (one starting after 6:00 p.m.) or on Saturday and/or Sunday, shall receive a shift differential of twelve percent (12%) over their regular straight time rates for all hours worked on said shift. (No shift differential shall be paid on premium ½ time pay).
- E. Any employee who works in excess of thirty-five (35) hours in a work week or seven (7) hours within a work day shall be compensated at one and one-half (1-1/2) times regular straight time rates for any such including: Excess number times regular straight time rate for all hours worked on the sixth working day in any week, and at the rate of two (2) times regular straight time rate for all hours worked on the seventh working day of any week. Except as provided for in Article XXV, any employee required to work on a holiday provided for in Article V.A, shall receive time and one-half (1½) for all hours worked on such holiday in addition to straight time rate equivalent to their normal scheduled work day.
- F. No employee shall be entitled to overtime unless he has the prior approval of his supervisor except as stated in Article IV(H) and (I). Employees shall be compensated at the highest overtime rate applicable, but shall not be allowed to compound such rates.

- G. Employees shall have the right to refuse to perform overtime work (except in an emergency), unless given at least twenty-four (24) hours prior notice.
- H. Overtime shall be distributed, in order of seniority, equally among employees in the same school, department or recognized subdivision of a department, who are performing the same type of work, provided such distribution does not unreasonably affect the efficiency of the work to be performed.
- I. Each employee required to perform "stand-by" duty at two-fifths (2/5) of regular straight time rates if the employee is required to stay at his/her home for the "stand-by" duty.
- J. Each employee required to carry a mobile communication device (e.g., a beeper) and is not required to stay at his/her home shall be compensated at the rate of ten dollars (\$10.00) per day of "stand-by" duty and shall receive overtime pay when the employee is called back to work.
- K. The preceding paragraphs I. and J. will not apply to employees assigned to repair traffic signals. Because of the necessity to have employees who repair traffic signals available twenty-four (24) hours per day, the following "stand-by" provision will prevail with respect to those employees: Each employee required to perform "stand-by" duty shall be compensated for time spent on "stand-by" duty at two sevenths (2/7) of regular straight time rates whether or not the employee is required to stay at his/her home for the "stand-by" duty. But, it is understood the employee will be accessible by City beeper while on "stand-by" duty.
- L. Each employee shall be paid for a minimum of four (4) hours worked at one and one-half straight time rate if called back to work after completion of a regular day's work. Hours worked which are contiguous to the regular shift, either before or after the regular shift, are not considered call back and will be paid in accordance with E. above. On all such calls, the employee called may be required to remain on duty for the full four (4) hours and thereafter until the emergency is over. Employees who are called back to work and work more than four (>4) hours shall receive an additional ½ hour pay for travel time.
- M. Parks and Recreation Supervisors, Park Security Officers, Ice Rink Operators, Recreation Leaders, Park/Recreation Maintenance Workers, Utility Service Workers, Gardeners, Working Foremen, Equipment Mechanics, Tree Climbers, Tradesworkers, Custodians, Watchmen, Laborers, Utility Servicemen, Offset Operators, Timekeepers, Public Works Dispatchers, Yard Clerks, Equipment Parts Clerks, Police Aide, and Dog Wardens shall be provided uniforms or a clothing allowance in the amount of One Hundred and Twenty-Five Dollars (\$125) per contract year payable on or before January 1st of each contract year.

The City will make coveralls available for Building Inspectors when performing field work

- N. Each new employee of the City or Board of Education, as the case may be, shall normally be paid the minimum rate of pay for the classification to which appointed except that the appointing authority may recommend a rate higher than the minimum rate by written request to the Director of Human Resources who may approve a starting rate up to the midpoint of the salary range, except as specifically provided for in this Article. Requests to appoint at a salary beyond the midpoint of the range shall require approval by the Personnel Commission.

ARTICLE V
HOLIDAYS AND PERSONAL LEAVE

- A. The following shall be paid holidays: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving, one-half (1/2) day on Christmas Eve and Christmas Day. Easter Sunday shall likewise be a paid holiday for employees in jobs requiring seven (7) days per week coverage.
- B. Employees other than those in jobs requiring seven (7) days per week coverage shall not normally be required to work on any of the aforesaid holidays and shall receive their full weekly salary in each week in which such holidays occur.
- C. If any such holiday falls on a Sunday, the following day shall be deemed the holiday. If any such holiday falls on a Saturday the preceding Friday shall be deemed the holiday, except for employees working for the Board of Education, who shall receive in lieu of such holiday a compensatory day off, at such time as will not interfere with the efficient operation of the school or department in which they are employed. For those employees whose jobs require 7-day coverage the holiday shall be the day on which it actually falls.
- D. Any employee on paid leave shall receive his/her regular day's pay for any holiday during such period, and the same shall not be charged against his accumulated leave.
- E. Any employee absent from duty on the day before or the day following a holiday, except on sick or other authorized leave, shall not be paid for that holiday.
- F. Employees working for the Board of Education in a school which is closed on any day as a result of snow conditions shall not be required to report to work on such day and employees working in other Board of Education facilities on such day shall, at the discretion of the Board of Education, either be excused from work on such day or given compensatory day off to be taken at the discretion of the employee, at such time as will not interfere with the efficient operation of the school or department in which they are employed and employees working for the Board of Education at non-school

facilities, including but not limited to the Government Center, will work the same schedule on such days as other City employees.

- G. If a special day off is declared for City employees by proclamation (e.g., for national mourning or an emergency), each employee covered by this Agreement required to work on such day shall be granted a compensatory day off at a time mutually convenient to the employee and his department head.
- H. All employees other than those employed by the Board of Education shall have two (2) days of personal leave in each contract year to be taken at such time as the employee may elect, with the consent of his department head, which such consent shall not be unreasonably withheld. Employees employed by the Board of Education shall not be required to work on Custodian's Picnic Day, Teachers' Convention Day, or Election Day unless the school custodians are at work on such day and the Board of Education employees are requested to do so by the Superintendent of Schools, in which event any employee so working shall receive a compensatory day off which day shall be designated by the Board from among any of the Jewish Holidays designated by the Board. Nevertheless, these employees may elect to take one (1) personal day per contract year in accordance with the procedure set forth in the first sentence of this Paragraph H.

ARTICLE VI
VACATIONS

- A. Present vacation policies and schedules shall remain in effect, except as follows. Accruals are calculated on paid hours.

Less than six (6) years	Twelve (12) days vacation
More than six (6) years but less than ten (10) years	Fifteen (15) days vacation
More than ten (10) years but less than twenty (20) years	Twenty (20) days vacation
More than twenty (20) years	One (1) additional day for each year worked up to a maximum of twenty-five (25) days

- B. Employees shall be allowed to carryover up to forty-five (45) days of earned vacation leave at fiscal year end. The limit for maximum carryover may be exceeded with the approval of the employee's Director and the Director of Human Resources. Notwithstanding the forgoing, no vacation shall have a duration of more than thirty (30) days at a given time, except in unusual circumstances when a vacation not to exceed fifty-five (55) days may be granted.

- C. Vacation pay shall be paid in advance of vacation where two (2) weeks advance notice of vacation has been given to the employee's department head.
- D. Any employee who terminates employment with the City or who has her/his employment terminated with the City and/or Board, shall be paid all accumulated vacation leave at the time of discharge. Employees shall not be forced to use vacation prior to their date of termination.
- E. One employee (per year) in the Tax Department shall be granted up to three (3) consecutive days of vacation during the month of July; provided that the employee submits a written request no later than June 1. If more than one employee submits a written request, the time off will be granted by rotation in seniority order.

ARTICLE VII
SICK LEAVE AND LEAVE OF ABSENCE

- A. Each regular full-time employee hired prior to the execution date of the contract effective July 1, 1998 shall be entitled to sick leave with full pay computed on the basis of one and one-quarter (1-1/4) working days for each completed month of service.
- B. Full-time employees hired after the execution date of the contract effective July 1, 1998, shall receive sick leave with pay computed on the basis of one (1) day for each completed month of service. Each July 1st thereafter, the City will contribute an additional three (3) sick leave days to the UAW Sick Leave Bank. Employees may apply for sick days beyond their personal bank in accordance with the UAW Sick Leave Bank. There shall be no maximum accumulation for sick leave days in an employee's personal bank. Employees hired after the execution date of the contract effective July 1, 1998 will receive no pay-out for unused sick leave. Employees are not eligible to use sick leave until completion of their probationary period, unless otherwise approved by his/her supervisor.
- C. For employees hired before the execution date of the contract effective July 1, 1998, the maximum accumulation of sick leave shall be one hundred and fifty (150) days, and the City and Board shall pay an employee at retirement on pension or after age 62 on Social Security for one-half of his/her then accumulated sick leave, not to exceed seventy-five (75) days, at his/her rate of pay immediately prior to such retirement. Upon death, an employee's estate shall receive pay for his/her full sick leave accumulation up to thirty (30) days and in addition, one-half of any accumulated sick leave over thirty (30) days to a total maximum of ninety (90) days, at his/her rate of pay immediately prior to death.
- D. Employees shall be required to furnish a certificate from a treating physician for all consecutive days of sick leave beyond three (3) days. Certificate need not state diagnosis. Sick leave shall not be taken in advance. The City reserves the right to

have an independent physician examine any employee, at City expense, claiming sick leave.

- E. Employees shall have the right to use three (3) days of accumulated sick leave in any one calendar year for the purpose of family illness. This is the only exception for any individual to use accrued sick leave for any reason other than when an individual is personally sick and unable to work.
- F. A non-probationary employee, upon proper application in writing to and upon written approval by the department head, may obtain a continuous leave of absence without pay for a period not to exceed three (3) months. At the expiration of such leave, the employee shall be reinstated in the service without loss of any of his rights, unless the position is no longer available due to a budgetary reduction in staff. Failure on the part of an employee to report promptly at the expiration of the leave of absence, except for satisfactory reasons submitted in advance, shall be cause for dismissal. Leave of absence without pay, however, will not be granted until after all the employee's accumulative annual leave has been exhausted and if leave without pay is granted on account of sickness, until all of his/her accumulative sick leave has been exhausted. No annual leave or sick leave may be accumulative during a leave of absence without pay. Extensions of leave for additional three-month periods may be granted by the department head, or, in the event of disagreement, from the Director of Human Resources, but in no case shall the total period of time exceed two years. Should leave under this section be covered by the federal Family and Medical Leave Act (FMLA), then such leave will be counted towards the twelve (12) weeks allowed under the FMLA.

G. **UAW Sick Leave Bank**

- 1. The "Sick Leave Bank" is established to be used to provide additional paid sick leave for extreme hardship cases due to personal illness and/or personal injury and are not intended for casual use. Any employee hired before the execution date of the contract effective July 1, 1998, in order to be eligible to use the Sick Leave Bank, must contribute one (1) day of sick leave to the Sick Bank. Any day contributed shall be deducted from the contributing individual's accumulation of sick leave. Employees hired after the execution date of the contract effective July 1, 1998, will have three (3) days per year contributed to the UAW Sick Leave Bank, each July 1st. Only employees who contribute to the bank are eligible to participate.
- 2. A committee shall be established consisting of two (2) persons designated by the Union and two (2) persons designated by the City, and Maggi Murray, who shall act as chairperson. The committee shall develop procedures for applying and granting of sick leave from the bank. The committee shall: (1) require a doctor's certificate regarding the illness; (2) limit to sixty (60) the number of days granted to any employee in any given fiscal year (per (4) below); (3) consider the seriousness, nature and projected duration of the illness or disability involved; and (4) consider the applicant's prior record of sick leave use.

3. The granting of any sick leave days shall be by majority vote of the committee members; the chairperson will vote only in the event of a tie vote. All votes shall be final.
4. Any employee who has exhausted his or her sick leave may apply, in writing, to the Sick Leave Committee for a grant of sick leave from the Sick Leave Bank. The number of days granted shall be determined by the committee but shall not exceed thirty (30) days. A written request for a second thirty (30) day grant may be submitted; however, the total number of days granted may not exceed sixty (60) days in a fiscal year.
5. In no case will an employee receive a sick leave donation when absent due to a work-related injury.
6. Days from the sick leave bank may not be granted to employees who are permanently unable to return to work or who are not able to return to work within the reasonably foreseeable future, as determined by medical evaluation.
7. Employees who reach the current sick leave accumulation cap of one hundred and fifty (150) days will have all days earned in excess of 150 deposited in the Sick Leave Bank.
8. In the event a request is made that would result in a negative balance to the bank, the City will honor the request. However, no request will be honored in the event the bank has a negative balance.

ARTICLE VIII
WORKER'S COMPENSATION

- A. (1) The City acknowledges that all employees are subject to the Worker's Compensation Law of the State of Connecticut and are entitled to all benefits thereunder, subject to the provisions of Article VII, sections 2 through 8.
- (2) The department shall keep a separate roster of the employees who have been injured while on duty. This roster shall be kept separate from the employees on sick leave.
- (3) An employee who has a work-related injury or illness shall file immediately or as soon as is practicable a Worker's Compensation claim pursuant to State Law.

Injury Leave: Injury Leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident or injury that occurred while the employee was engaged in the performance of his duties. Employees are covered by Worker's Compensation Act, and are paid stated amounts due to injuries sustained on the job. The Employer, in case of

injury leave, shall supplement the payment of the statutory payment so that the employee will receive his/her net pay during the absence up to a maximum of sixty (60) days.

- (4) An employee who has properly filed a Worker's Compensation claim and is unable to perform his/her normal job tasks shall be placed on Worker's Compensation leave for the period of his or her absence while the claim is actively processed. By placing a member on Worker's Compensation leave the City does not waive any rights it may have under the Connecticut Worker's Compensation Act.
- (5) In order to receive compensation for a work-related injury or illness, the employee is required to file a Worker's Compensation claim and to submit medical evidence of the injury or illness, inability to work and a prognosis for return to work. No payments will be made for injured on duty in cases where no Worker's Compensation claim has been properly filed.
- (6) Any employee who is on extended sick leave or Worker's Compensation injury leave who has reached maximum improvement in the opinion of the treating physician, or is unable to perform the essential functions of the job classification, shall be terminated as an employee, but such termination shall not affect whatever rights he may have under the Worker's Compensation insurance carrier case evaluation and physician's diagnosis.
- (7) Modified/Light Duty: The City may assign a member who is on Worker's Compensation leave to modified or light duty consistent with the finding of the Worker's Compensation insurance carrier case evaluation and/or the City's PPO network physician. In doing so, the City may temporarily change the employee's schedule and/or assignments for the duration of the light/modified duty. The City reserves the right to limit the number of positions on restricted/modified duty. These assignments are intended to transition employees back to full duty and are not permanent in nature.
- (8) An employee's failure to file a Worker's Compensation claim, as set forth in Paragraph (4) above, will result in absences being charged to sick time. If the absence subsequently determined to have been the result of a bonafide Worker's Compensation injury and claim, the days charged against the individual's sick bank will be restored.

B. Any employee who has received from the City or Board any payments in addition to Workers' Compensation benefits pursuant to subparagraphs A or B above and who thereafter receives any payments from a third party as a result of a claim or action against such third party for damages in connection with an accident which gave rise to Worker's Compensation benefits and to the additional payments referred to above, shall repay to the City or Board, as the case may be, in addition to such sums as he may otherwise be required to pay by law, the amount of such additional payments, provided however, that

if such employee receives, as a result of such claim or action, less than twice the amount of all repayments to the City or Board required to be made pursuant to provisions of law or this Agreement, the employee shall have the right to deduct from the amount of any such repayment that proportion of the employee's attorneys' fees and out-of-pocket disbursements necessarily incurred in connection with such claim or action which the amount of the additional payments to be repaid to the City or Board bears to the total amount received by the employee on account of such claim or action.

ARTICLE IX
INSURANCE AND PENSIONS

SECTION 1 - Health Insurance

The City agrees to provide medical benefits to each eligible individual employed under the terms of this collective bargaining agreement, along with their enrolled eligible dependents, in accordance with a Point-of-Service (P.O.S.) plan design. The P.O.S. benefits provisions are set forth in Exhibit I attached to this Agreement.

Seasonal employees are not eligible for any health insurance. The health insurance benefits (including vision and dental) will be effective on the first of the month following the employees date of hire for employees hired before the 15th day of the month. Employees hired after the 15th day will be eligible for health insurance benefits the first day of the following month.

SECTION 2 - Dental and Vision

The City will provide a PPO dental plan as follows:

<u>Co-insurance</u>		<u>Deductibles</u>	
Class A Expense	100% R/C	Class A	None
Class B Expense	80% R/C	Class B & C	\$50/\$100
Class C Expense	75% R/C		
Orthodontics	50% R/C	Orthodontics	None

Maximums

Annual Max \$1,500/per covered dependent
Effective July 1, 2007: Annual Dental Maximum will increase from \$1500 to \$1750

Orthodontics \$2,500 lifetime/per covered dependent

Effective the 1st of the month following the execution of this agreement, the City shall provide and pay for an optical plan which shall yearly provide the following benefits for each employee and his/her dependents:

\$ 62.50	for eye exams
\$125.00	for eyeglass frames
\$ 55.00	for single lenses
\$ 90.00	for bifocal lenses
\$125.00	for progressive lenses
\$135.00	for trifocal lenses
\$225.00	for contact lenses (when medically prescribed)

SECTION 3 - Life Insurance

- A. Effective upon the execution of this agreement, all new hires or employees with annual salaries below Fifty-five Thousand Dollars (\$55,000) will be provided by the City with a term life insurance policy in the amount of Fifty-five Thousand Dollars (\$55,000) at a cost to the employee of three cents (\$.03) per week, per each thousand dollars of benefit.

Effective July 1, 2007, the City will provide each employee with a term life insurance policy in an amount of Fifty-five thousand dollars (\$55,000) Dollars at no cost to the employee.

- B. Current employees who are participating in the life insurance program and have life insurance in an amount in excess of Fifty-five Thousand Dollars (\$55,000) may continue to receive such coverage. The amount will be frozen at the July 1, 2003 annual salary and the employee will pay three cents (\$.03) per week, per each thousand dollars of benefits, rounded to the nearest thousand.
- C. For employees who retired prior to the execution date of this contract, the City will provide and pay for a life insurance policy in the face amount of Six Thousand Dollars (\$6,000) for each active employee, who elected to participate in term life plan under a previous contract and who retired from the City. Effective July 1, 2003, in lieu of the Six Thousand Dollars (\$6,000) insurance benefit, the retired employee's eligible beneficiary will receive a Six Thousand Dollars (\$6,000) lump-sum pension bonus at time of death. Upon execution of this agreement, employees will no longer be eligible for such coverage upon retirement and may not enroll as a retired employee.

SECTION 4 - Retiree Insurance

A. Retiree Benefits

- i. Pre Age Sixty-Five (65): The City will make available a P.O.S. insurance plan, providing for hospital and medical benefits, but not including dental or optical, to employees who retire on a Normal Retirement, as defined in Section 5 (F) herein, with a pension from the City of Stamford Classified Employee's Retirement Fund.

- ii. Post Age Sixty-Five (65): The City will provide supplementary coverage to Medicare, not including dental or optical, as outlined in the Summary Plan Description, to employees who retired on a Normal Retirement.

Each employee, who hereafter retires and when sixty-five (65) years of age or older, shall receive premium reimbursement for coverage paid for under Medicare Part B. The cost of such coverage shall be borne by the City of Stamford Classified Employee's Retirement Fund (CERF).

B. Retiree Costs

- i. Cost to age 65: To receive medical coverage, the employee must pay one-third (33.33%) and the City will pay two-thirds (66.66%) of the cost of such P.O.S. plan.
- ii. Cost Post 65: The retiree must pay one-third (33.33%) and the City will pay two-thirds (66.66%) of the cost for the supplementary coverage as referenced in Section A(ii) above.

Each employee, who hereafter retires and when sixty-five (65) years of age or older, shall receive premium reimbursement for coverage paid for under Medicare Part B. The cost of such coverage shall be borne by the City of Stamford Classified Employee's Retirement Fund (CERF).

SECTION 5 - Pension Benefits

- A. Each employee shall be, and remain covered by the City of Stamford Classified Employees Retirement Fund, as described in Section C-7-30-1 through 11 of the Charter of the City of Stamford, as amended and revised, and as modified by the terms of this and previous collective bargaining agreements between the City and the Union, except for any employee who is eligible to be included in the Custodians and Mechanics Pension Funds.
- B. The cost of actuarial and associated administrative expenses for the CERF will be paid for by the Plan.
- C. The provisions of the Classified Employees Pension Fund will be modified to provide for non-work related disability pension eligibility for individuals with ten (10) or more years of credited service.
- D. An employee will be eligible for a disability pension provided he/she submits evidence satisfactory to the CERF Trustees that he/she has become totally and

permanently disabled from performing the job duties and functions outlined in the classification's job description. An employee who receives a work related disability pension from the CERF will not be subject to an annual review.

E Employee contributions to the CERF shall be as follows:

1. Effective January 1, 2005, employees who have worked for the City less than five (5) years will be required to contribute three percent (3%) to the CERF. Upon concluding five (5) years of employment with the City the employee will begin contributing as outlined below.
2. Employee contributions to the retirement plan will be three percent (3%). Employees will contribute the three percent, normally contributed to the CERF, to the City's "457 Deferred Compensation Plan". Employees must submit a signed "457 Employee Change Form" to make an initial selection of a city plan. Employees who fail to make such selection shall be initially enrolled in the city plan designated by the parties.
3. The provisions of Section 1 above will continue until such time as the CERF plan funding levels fall below one hundred and twenty-five percent (125%), as determined by the plan actuary. In the event the CERF plan falls below the 125% funding level, employees shall be required to make contributions of three percent (3%) into the CERF and cease Section E(1) contributions. Once employees commence contributing three percent (3%) to the CERF, the City shall contribute an actuarially determined amount or, 1.8%, whichever is greater. The City may elect to require employee contributions at less than three percent (3%). In such a case, the City will be required to contribute sixty percent (60%) of the employee's amount, or the actuarially determined amount, whichever is greater. In the event the City elects to have employees contribute less than three percent (3%) to the CERF, the balance of the employee's contribution will continue to be contributed to the 457 Deferred Compensation Plan. In either case, employees will not be required to contribute to the CERF until twelve (12) months following the City again initiating contributions to the CERF in an amount equal to at least 1.8%. Effective upon ratification, the cap of 125% set forth above shall be reduced to 124% until June 30, 2004, at which time it will revert back to 125%.
4. Employees permitted to participate in 403(b) plans will have the moneys outlined in this section deferred to such 403(b) plan.
5. Employees who make an emergency withdrawal of section 457 Deferred Compensation Plan will be required to contribute three percent (3%) to the CERF pension fund until he/she is legally permitted by IRS regulations to begin recontributing to the 457 Deferred Compensation Plan.

6. Effective June 30, 2009, employees shall be required to contribute three percent (3%) of their annual salary to CERF, regardless of the plan funding level and delete numbers 2,3,4,and 5.

7. Should the CERF plan funding level rise above 138% as determined by the plan actuary in its annual actuarial evaluation , the UAW may request to reopen the contract for the sole purpose of discussing an early retirement option for those persons who have been employed for 25 years or more. The request to reopen must be made in writing to the Director of Human Resources within 30 days of issuance of the comprehensive report or the right to reopen the contract will be deemed waived. If the parties fail to agree to the early retirement option, the parties reserves all rights to challenge the 25 years early retirement option based on feasibility, costs and any other factors set forth in the binding arbitration statute.

- F. The Normal Retirement Date for employees covered by this agreement shall be age sixty (60) with at least ten (10) years credited service to the City, or age fifty-eight (58) with at least fifteen (15) years credited service to the City.
- G. Effective July 1, 1998, employees will be considered fully vested in their pension benefits after completion of five (5) years of credited service. Vested employees who have not achieved Normal Retirement are not eligible for retiree insurance benefits as defined in Section 5 (F).
- H. The penalty for early retirement under the CERF for employees covered by this agreement shall be reduced from the current fifty-five one hundredths (.55) of one (1) percent per month to twenty-five one hundredths (.25) of one (1) percent per month, for the first thirty-six (36) months prior to the normal retirement date. Any time beyond the first thirty-six (36) months shall be reduced by the current fifty-five one hundredths (.55) of one (1) percent per month.
- I. Effective the beginning of the month following the ratification of this agreement, and provided the requirements under Section 414(h) of the I.R.C. are met, the City will "pick-up" contributions in accordance with a 414(h) I.R.C. plan that will enable employees to have pension contributions deducted on a pre-tax basis.
- J. Effective July 1, 1999 and continuing each year thereafter, the City will contribute to the CERF the amount actuarially necessary to fund the plan.
- K. Employees who retire after the ratification of this agreement will be covered by the provisions of the CITY OF STAMFORD CLASSIFIED EMPLOYEES RETIREMENT FUND ADJUSTMENT, attached hereto as Appendix D.
- L. The parties agree that the pension trust document currently in the process of being drafted, will accurately reflect the pension benefits of the Classified Employees Retirement Fund, with respect to the employees covered by this agreement. It is not

the intention of the parties to change, alter or amend the pension benefits of the CERF plan as set forth in appropriate documents and described in the Charter of the City of Stamford, as amended and revised, other appropriate documents, and collective bargaining agreements between the City and the Union.

- M. Effective upon the execution date of this agreement, the CERF plan will be amended to provide that the definition of "base annual salary" will change from the average of the highest two (2) of the last five (5) years base annual salary to be the annualized base rate the employee is earning as of the date of his/her retirement.
- N. Effective upon the ratification and execution date of the contract, the City may, in its sole discretion, offer employees, with vacation and/or sick leave banks, who are eligible for pay-out, the following options, upon retirement:
 - a. Exchanging up to a total of One Hundred (100) vacation/sick leave days for additional pension credit. The calculation will be based on twenty-five (25) vacation/sick leave days equating to an additional one percent (1%) added to his/her pension, up to a maximum of four percent (4%). No pension will exceed the maximum of seventy percent (70%); or
 - b. Exchanging vacation leave days for a one-time, lump-sum pension bonus, equating to the dollar amount calculated by multiplying the number of days vacation/sick leave times their daily rate at time of retirement.

The cost of this section will be borne entirely by the City of Stamford Classified Employees Retirement Fund (CERF).

In the event the City elects not to offer the above options, employees eligible for sick leave pay-out, will be paid out for his/her accrued sick leave in accordance with Article VII(C) above.

O. Effective upon the ratification of the agreement, the maximum years of service for pension purposes will increase from thirty-three (33) years to thirty-five (35) years. The maximum pension will not exceed seventy percent (70%). Employees will be required to continue contributing to the pension until reaching thirty-five (35) years of service.

P. Effective July 1, 2005, employees hired before July 1, 2005, who have served in the United States Military shall be given up to six (6) months to exercise an option to buy-back up to a maximum of three (3) years of their service time, credited under the city of Stamford Classified Employees Retirement Fund (CERF) and shall be allowed up to twenty-four (24) months to pay for such credited service. This option shall not be available to any employee who has previously exercised an option for military buy-back under CERF.

Newly hired employees shall also be eligible to the Military Buy Back option outlined in (1) above within six (6) months of their initial date of hire.

SECTION 6 - Employee Assistance Program

The City shall establish and maintain an Employee Assistance Program (EAP). The provisions of the current program regarding confidentiality shall be maintained.

SECTION 7 - Employee Contribution

Retroactive to January 1, 2005, the City will re-adjust employee contributions such that, employees shall be required to contribute weekly, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction basis, the flat dollar equivalent to nine percent (9%) of the current premium equivalent rate in effect on January 1, 2005, for their single coverage (currently \$11.44), two-person coverage (currently \$22.88, two [2] times single coverage), family coverage (currently \$28.60, two and one-half [2 ½] times single coverage), respectively for medical, dental, vision and prescription drug benefits. Deductions shall be made from each payroll check.

Effective July 1, 2008, employees shall be required to contribute, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction based eleven percent (11%) of the premium equivalent rate for single, two-person (two [2] times single coverage), family coverage (two and one-half [2½] times single coverage), respectively for the medical, dental, vision and prescription drug benefits effective July 1.

Deductions shall be made from each payroll check.

SECTION 8 - Waiver of Medical, Dental and Vision Benefits

An employee who is eligible for health benefits provided by the City and where such benefits are extended to his/her spouse and/or child(ren), the employee may voluntarily elect, subject to Section 125 of the Internal Revenue Code, to waive all medical/dental/vision benefits, and in lieu thereof, be remunerated an annual amount of seven hundred and fifty dollars (\$750), provided the employee has notified the Benefit Manager's Office during the enrollment period. In order to be eligible for this annual payment, the employee must provide evidence of similar coverage under another group health benefit program. If an eligible employee has waived his/her insurance benefits the previous year, and does not notify the Benefit Manager's Office of his/her selection for the coming fiscal year, the waiver will remain in effect. Payment for the waiver will be made in two (2) equal installments, six months apart (January and July).

An eligible employee choosing this option shall be able to rescind such option during the annual open enrollment window period, or as a result of a change in "family status". A change in "family status" results from the eligible employee's marriage, divorce, birth or adoption of a child, death of a spouse or child, or the loss of other health benefit coverage. An employee wishing to change this waiver option must give the Benefit Manager's Office at least fifteen (15) days advance written notice. If such option is rescinded, all prior rescinded coverage will become effective at the beginning of the calendar month following the written notice to reinstate such coverage. An eligible employee, who reinstates health benefits during the medical plan year, must reimburse

the City the money received for waiving such insurance coverage. In lieu of a lump sum payment, an employee may elect to reimburse the City in equal weekly installments through payroll deduction, over a six (6) month period.

SECTION 9 - Administration of Benefits

The City will provide the medical, dental, vision and/or prescription drug benefits as set forth in this agreement through a properly licensed insurance company in the state of Connecticut, or through an alternative self-insured arrangement. If benefits are self-insured by the City, employees shall have all claims adjudicated in conformance with applicable confidentiality standards, along with the same internal rights of appeal extended by the service provider as if the benefits were insured. In no event shall, the coverages and benefits provided through an alternative insurance carrier, managed care vendor, either self-insured or self-administered, be less than the benefits and coverages as set forth in Exhibit I. The size and scope of a preferred provider network of physicians, hospitals, dentists, optometrists, etc. shall not be a factor in determining the duplication of benefits by an insurance carrier or managed care vendor. It is agreed that an alternative insurance carrier or managed care vendor can be selected by the City provided that the new insurance carrier or managed care vendor network includes seventy (70%) percent of the hospitals and physicians in Fairfield County of the original preferred provider network of hospitals and physicians. The City retains the sole and exclusive right to select and/or change insurance carriers or managed care vendors. The City shall review any proposed changes with the Union prior to implementation, and if there is a disagreement on the level of benefits, coverages or services provided with the proposed insurance carrier and/or managed care provider, the Union may submit the issue to binding arbitration.

SECTION 10 - Flexible Spending Accounts

The City shall make available under IRC Section 125, a pre-tax Medical Reimbursement Account, Dependent Care Reimbursement Account (up to a maximum of \$5,000 per year, or as allowed by the Internal Revenue Code) and pre-tax employee health insurance premiums to the extent allowed by law.

ARTICLE X **SENIORITY**

- A. At the beginning of each contract year, the City and the Board of Education shall furnish to the Secretary of the Union a list of their employees covered by this Agreement in order of their seniority, together with the then current salary of each.
- B. All newly hired employees shall serve a probationary period of six (6) months dating from the first day of employment. Upon completion of the probationary period, the seniority of such new employees shall date from the date of hiring.

- C. The City or Board agrees that it will provide the Union with names and positions of employees to be laid off (2) weeks prior to the actual layoff.
- D. Seniority for all purposes under this contract shall be based upon the employee's length of service in his/her job classification. When there is a reduction in the work force, seniority will be applied in accordance with the procedure set forth in Sec. E below.
- E. When a reduction in the number of employees becomes necessary for economic reasons, the reorganization of a department ("department" consists of all divisions, bureaus and subdivisions under its jurisdiction), curtailment of activities or for other related reasons beyond the employee's control, the resulting layoffs shall be made among incumbents by classification in order of seniority in the classification in the affected department, bureau or division as the case may be. An employee so laid off in a particular department, bureau or division shall have the right to "bump" the least senior employee in that classification anywhere in the bargaining unit provided that bumped employee has more seniority in that classification.
- F. In the event the affected employee has no "bump" as described in paragraph "E" above, the employee shall have the right to reach to a previously held job classification in the Bargaining Unit, if such employee has greater seniority, (as defined in "D" above) than the employee(s) occupying the lower classification regardless of the department, bureau or division in which the lower classification is located. It is understood and agreed that an employee exercising a "retreat" shall displace the least senior employee in the lower classification. The employee exercising the retreat will be credited with seniority back to the original hire date into the lower classification plus time spent in all subsequent higher classifications. This applies only in cases of retreats.
- G. Any employee who exercises his right to retreat as described above, shall not relinquish his rights to "recall" to the higher classification from which he/she retreated. Said recall rights shall be effective for two (2) years from the date the employee retreated to the lower classification. Recall to higher classifications shall follow the recall procedure of seniority.
- H. (1) No Union member shall bump or revert into positions in another bargaining unit unless by agreement with the bargaining unit's exclusive representative. Likewise, no member of another bargaining unit shall bump a member of the Union unless by agreement with the Union.
- (2) No Union employee shall be laid off from any position while any provisional, temporary, probationary employees in the same classification in the affected department, bureau or division are working or doing a majority of the work of the laid off employee. The provisions of Article XVIII are also incorporated in this paragraph H.

- I. Any employee so laid off shall be placed on the reemployment list for a period of two (2) years and shall be rehired in the inverse order of seniority in the event of a vacancy in the classification last held. Said employee shall not serve a probationary period upon reemployment. Said employee shall retain all sick time accrued at time of layoff, and seniority shall accrue during periods of layoff. Said employee shall regain step in grade previously held upon reemployment.
- J. At the time of discharge, the City will provide a "pink slip" and all monies due to the employee for all hours worked and accrued vacation. Likewise, a discharged employee will surrender all keys and City equipment in his/her possession.

ARTICLE XI
PROMOTION AND TRANSFERS

- A. Prior to filling any vacancy, there shall be notices posted of all such positions filled through transfers and/or promotions and announcements of examinations to fill them on bulletin boards customarily used for employee information. There shall be at least one such bulletin board in each building available for posting of Union notices.
- B. When a vacancy exists in a position to which appointments are customarily made without examination, the City or the Board of Education, as the case may be, shall post notice of such vacancy and offer such position to the employees in the same department in which the vacancy exists who are qualified to fill the vacancy, in order of seniority. If no employee in such department accepts such position, it shall be offered to employees outside the department, but in the bargaining unit, who are qualified to fill the vacancy, in order of their seniority.
- C. When a vacancy exists in an existing and/or new position to which transfers are not customarily made without an examination, an examination shall be given and candidates shall be certified in accordance with the Classified Service Rules and Regulations in force at the time when said vacancy exists.
- D. In no event shall the City or the Board of Education be required to make more than one transfer as a result of any such vacancy, except for transfers within the same department in which the first person transferred was employed.
- E. When the head of an appropriate department shall have declared that a vacancy exists and the Personnel Commission shall have certified the persons eligible to fill such vacancy, the vacancy shall be filled within thirty (30) days of such certification, and in no event shall any such vacancy be filled on a provisional basis for more than one hundred and eighty (180) days.
- F. New employees shall have no transfer or promotional rights during their probationary period.

- G. Upon promotion from one job classification to another, the employee promoted shall be placed on a step in the new salary range which is the next highest amount above his/her current salary, but not less than ten percent (10%) higher than his/her present salary, but not above the maximum for the salary grade.
- H. The City will provide copies of postings for jobs and exam dates, on a monthly basis, to the Union President. Errors shall not be subject to the grievance procedure.
- I. Employees shall be furnished with copies of revised Merit System Rules/Classified Service Rules when requested.
- J. The City shall give the Union President on one (1) month's notice by Certified Mail-Return Receipt Requested, to his/her last known address, of all proposed changes in the Merit System Rules/Classified Service Rules Revised as of April 26, 1984. Said notice must include all proposed changes and revisions to date.
- K. The City will provide a list of seasonal hires within two (2) weeks of hire date.
- L. Employees appointed to a provisional position will have right to retreat back to their current position at the conclusion of their provisional appointment. The City will have the right to hire a temporary employee during the period of the provisional appointment.
- M. An employee will receive credit for out-of-title work if such work is performed for thirty (30) or more consecutive calendar days.
- N. Prior to filling any vacancies, the Department will review the transfer list and provide at least the top five most senior employees on the transfer list an opportunity to interview for the vacancy. The Department is not required to fill the position from the transfer list.
- O. Employees who transfer from the BOE to the City or vice versa shall receive an orientation within 30 days of the employee's transfer date. The orientation shall be designed to acquaint the employee to the unique environment of the new assignment and facilitate his/her transition.

ARTICLE XII
TOOL AND CAR ALLOWANCE

- A. Each employee who is required by the City or Board of Education to supply his own hand tools to perform the work assigned to him shall receive as a tool allowance for the purchase of such tools the sum of One Hundred Dollars (\$100) for the contract year.

Effective July 1, 2002, the tool allowance will increase to Two Hundred Dollars (\$200) per contract year and will become a voucher system. Under such voucher

system, the eligible employee will be required to submit a receipt in order to receive reimbursement. Such request for reimbursement must be made before June 30th.

- B. Current "grandfathered" employees receiving a car allowance of One Hundred Ninety Dollars (\$190), as listed in Appendix F, must now meet the mileage criteria as outlined in the Collective Bargaining Agreement. Employees who use their automobile less than one hundred (100) miles per month will receive mileage reimbursement at the current IRS rate. Employees who use their automobile in excess of one hundred (100) miles per month will receive the One Hundred Ninety Dollars (\$190) per month car allowance.

Computer Technicians shall be entitled to the sum of ten dollars (\$10) per day for each day in which such employee uses his/her car on City/Board business.

Effective the first day of the month following ratification:

Employees who use their automobile less than one hundred (<100) miles per month or five hundred or more (≥ 500) miles per month will receive mileage reimbursement at the current IRS rate. Employees who use their automobiles in excess of one hundred (>100) miles a month but less than five hundred (<500) miles a month shall receive one hundred and ninety dollars (\$190) per month.

For employees not receiving the car allowance, the City shall reimburse employees for mileage at the current IRS rate. Employees will submit a mileage log, provided by the City, on a monthly basis, or in the case of a conference or seminar, on a per occurrence basis, to be eligible for reimbursement. Additionally, employees will be reimbursed for parking fees, upon submission of receipt.

- C. Any employee who presently is not required to furnish his/her own transportation in the performance of his/her duties, but who hereafter is required to do so because of a change in his/her position or duties, shall be entitled to the rights and benefits of this Article XII, and no employee shall be compelled to commence his/her position or duties in the absence thereof. No employee will be required to use his or her personal vehicle without compensation.
- D. Effective and retroactive to July 1, 2001, there shall be an annual clothing cleaning allowance of One Hundred and Twenty Five Dollars (\$125.00) per contract year for Police Aides.

ARTICLE XIII **DISCHARGE/DISCIPLINE**

- A. No employee shall be discharged, suspended or otherwise disciplined except for just cause. However, the City or Board of Education, as the case may be, shall have the right in its sole discretion to discharge any employee during such employee's

probationary period referred to in Article X, and it shall not be subject to the arbitration step of the grievance procedure.

- B. Insofar as possible, just cause as defined herein shall embody the elements of reasonableness, fairness, honesty and good faith on the part of the City or Board.
- C. Prior to imposing discipline, the supervisor or his/her designee will notify the Union that a pre-disciplinary meeting will be scheduled. Meetings will be scheduled on a date mutually agreed to by the Union and supervisor, but in no case later than three (3) working days from the original date of contact by the City/Board. The supervisor will notify the employee that such meeting has been scheduled so that the employee has sufficient time to prepare. The employee may be accompanied by his/her union representative at such meeting.

Within one week of the pre-disciplinary meeting, the supervisor will notify the employee and the Union, in writing, of his/her decision regarding any discipline to be imposed.

This procedure for scheduled pre-disciplinary meetings does not apply in the event of suspension without pay for theft; fighting on the job; the use of, or being under the influence of drugs and/or alcohol on the job; and/or acts endangering employees or public health and safety.

Grievances resulting from suspension or discharge may be appealed directly to Step 3 of the Grievance Procedure (Article XIV). Such grievances must be filed within thirty (30) calendar days of the suspension or discharge. All other grievances must follow Article XIV.

- D. The parties agree that the disciplinary process outlined above supersedes and replaces all disciplinary procedures set forth in the Civil Service Personnel Procedures.

ARTICLE XIV
GRIEVANCE/ARBITRATION PROCEDURE

- A. Employees shall have the right to have union representation at any stage of the Grievance/Arbitration Procedure.
- B. An employee having a grievance with respect to any disciplinary or unfair action, taken against him/her has the right, and may if he or she so chooses, file a grievance seeking adjustment of the grievance. The procedure for filing and processing an individual grievance is as follows:

Step 1. For all disputes, other than disciplinary actions described in Article XIII (Discipline/Discharge), an individual shall discuss a grievance with his/her immediate supervisor within thirty (30) calendar days of the event giving rise to the grievance, or of when he/she reasonably should have become aware of event giving rise to the grievance.

The immediate supervisor will meet with the employee and his or her Union representatives within five (5) working days of notification of a grievance to discuss, and when appropriate, reach a resolution of the grievance. The time limits may be extended by mutual agreement. If said meeting is not scheduled within five (5) working days or at a mutually arranged time, or if the supervisor does not respond within five(5) working days, the employee can proceed to Step 2 described below.

Step 2. If the grievance is not resolved at Step 1, an employee may appeal, in writing, within ten (10) working days to the appropriate Director or his/her designee. The Director or designee will meet with the employee and his or her Union representative within five (5) working days of receipt of the written grievance. The time limits may be extended by mutual agreement. The Director will respond within five (5) working days of the meeting. Such dispute resolution meetings will be conducted by the appropriate department heads or their designee. If said meeting is not scheduled within five (5) working days or at a mutually arranged time, or if the Director does not respond within five (5) working days, the employee can proceed to Step 3 described below.

Step 3. If the grievance is not resolved at Step 2, it may be appealed, within ten (10) working days to the Director of Human Resources or his/her designee. The Director of Human Resources or his/her designee will meet with the Union representative (up to two representatives), within ten (10) working days to discuss the grievance or issue in an effort to resolve the dispute. The Director of Human Resources or his/her designee will respond within five (5) working days of the meeting. If said meeting is not scheduled within ten (10) working days, or at a mutually arranged time, or if the Director of Human Resources or his/her designee does not respond within five (5) working days, the Union can proceed to Step 4.

Step 4. In the event the grievance is not resolved at Step 3 either party may submit it to binding arbitration before the State Board of Mediation and Arbitration within sixty (60) calendar days of the Step 3 response or date the Step 3 response was due. The City and the Union mutually agree that all arbitration hearings will be held at the Government Center, 888 Washington Boulevard, Stamford, CT, if the State so allows.

Either the City or Union may each elect, up to two (2) times per fiscal year, to submit a grievance to arbitration with the American Arbitration Association (AAA), and in such cases, the filing fee and cost of the arbitrator will be split equally between the parties.

Further, the City maintains the right to go to AAA on other cases at full cost to the City. In such cases, the City will pay the AAA and arbitrator's charges for said cases.

Upon mutual agreement, the parties may submit any grievance to AAA and the parties shall equally pay the AAA and arbitrator's charges for said case.

A Union representative designated by the Union, the grievant, and witnesses who are members of the bargaining unit, shall be granted time off with pay at his/her normal

straight time rate of pay if such hearing is held during the employee's working hours. If the Union representative, grievant and/or witnesses are scheduled for the midnight shift (11:00 p.m. - 7:00 a.m.), he/she/they shall be released with pay from the midnight shift which commences the evening of the day on which he/she/they appeared at the hearing. If the Union representative who presents the case in arbitration is a member of the bargaining unit, the Union shall be entitled to have two (2) Union representatives granted time off with pay as provided for in the preceding two sentences.

- C. Either the City or the Union may file a grievance on the interpretation and application of the terms of this Agreement. Such grievance, as well as any class action grievances filed by the Union, will be initiated at Step 3 of the procedure within thirty (30) calendar days. Such grievances will be filed with the President of the Union, or the Director of Human Resources, respectively.
- D. Grievances initiated at Step 3 as a result of discipline, in accordance with Article XIII Discharge/Discipline, must be filed within thirty (30) calendar days of the discipline.
- E. Employees involved in any meeting as set forth above, shall be granted time off with pay, provided such meeting is during the employee's work hours.

ARTICLE XV **TIME SPENT ON UNION BUSINESS**

- A. The Union will provide the City, in writing, on the effective date of this agreement and on Nov. 1st of each year thereafter, a listing of official Union offices and the names of the individuals holding offices. Any changes in assignment of individuals will be promptly submitted to the City by the Union.
- B. The City will pay, at his or her, regular straight time hourly rate a total of five (5) individuals designated by the Union as the Negotiating Committee for all time spent, during working hours, in negotiation meetings between the parties pertaining to the negotiation of a new or interim labor agreement.
- C. Union Business Leave:
 - (1) Local President - The President will be released from his/her duties to conduct union business, as needed. Advance notice will be given in situations when the meeting is pre-scheduled and proper notice can be provided. The President shall use his/her best efforts to schedule union business at a time which will not create unavoidable hardship for the City. Union business leave associated with out-of-town meetings and conferences/training will be deducted from the bank of union business leave outlined below.
 - (2) Chief Steward - The Chief Steward will be released from his/her duties to investigate grievances and meet with grievants for up to a maximum of seven (7) hours per week. Advance notice will be given in situations when the meeting is

pre-scheduled and proper notice can be provided. The Chief Steward shall use his/her best efforts to schedule union business at a time which will not create unavoidable hardship for the City. In situations where advance notice is not possible, the Chief Steward will notify his/her supervisor of the meeting and request time for union business. In all cases, union business leave will not be unreasonably denied. Time spent in meetings with City representatives will not be counted towards the seven (7) hours per week.

- (3) Financial Secretary - The Local Financial Secretary will be released from his/her duties to conduct union business for up to a maximum of two (2) hours per week. The Local Financial Secretary must schedule such time, in advance, with his/her supervisor, around operational requirements and needs of the department. Up to one (1) additional hour per week total may be granted to either the Recording or Financial Secretary with the permission of the employee's supervisor, which shall not be unreasonably denied.
- (4) Recording Secretary - The Local Recording Secretary will be released from his/her duties to conduct union business for up to a maximum of one (1) hour per week. The Local Recording Secretary must schedule such time, in advance, with his/her supervisor, around operational requirements and needs of the department.
- (5) Union Business Leave Bank - In addition to the time outlined above, there shall be a total of an additional twenty-five (25) days of union business leave, per fiscal year, for attending union training and/or conferences. In fiscal years during which there is an International Convention, there shall be an additional ten (10) days of union business leave added to the bank. No individual, except the Local President, can use more than five (5) days of union business leave continuously per fiscal year. The City shall have the right to deny requests under this provision in the event such request would result in an adverse impact on operations, such requests shall not be unreasonably denied. Effective upon the ratification of the agreement, there shall be an additional sixty (60) days UBL per fiscal year, without pay, for attending union training and/or conferences. Such UBL without pay may not result in the City incurring an overtime cost for releasing the employee from work.
- (6) Local Grievance Committee - Each month, members of the Local Grievance Committee will be released from their duties at 2:30 p.m. on a given day, for the purposes of reviewing local grievances. The Union President will provide the Director of Human Resources with the date of such meeting at least two weeks in advance. Stewards will be granted a total of up to thirty (30) additional hours per month to investigate grievances. Stewards must secure approval from their supervisor for union business leave, and such approval will not be unreasonably denied.

- D. A Union representative will not leave his/her assigned work position/area without notification to the Department Head or Supervisor. Time off the job for Union business will be recorded.
- E. The City will locate space in the Government Center for the purposes of providing the Local Union with an office. The office shall be suitably secured at all times, except when occupied. The office shall be accessible to maintenance personnel at such times as may be required. The office shall be equipped with a suitable number of electrical outlets, telephone jacks, and lighting fixtures. The Local Union will be responsible for all telephone costs associated with the office. Aside from telephone service, computer, copy and fax equipment, the Union agrees not to install any equipment within said office, which would over-burden existing utilities, deface the physical plant or modify the structure of the building without consultation and approval of the Director of Human Resources.

ARTICLE XVI
UPGRADING OF EMPLOYEES

- A. The following shall be the procedure for handling new job classifications, reallocations and/or claims of substantial changes in job content. The City or Board shall have the right to establish the rates of compensation for new job classifications after negotiation with the Union with respect thereto. Substantial changes in job content shall be deemed to create a new job classification. Any failure to agree as to whether changes in job content are substantial or any failure to agree as to the rate of compensation for a new job or whether a position should be reallocated shall be deemed a grievance and shall, at the request of the Union, be submitted to arbitration under the provisions of Article XIV hereof. After consideration of the evidence and arguments presented, the arbitrator shall issue a decision based upon the point factor system designed by the J.W. Thompson Associates Study of February, 1988.
- B. Effective January 1, 2003, the City and Union agree to meet and negotiate the criteria for use in determining upgrades for positions. In the event the parties are unable to reach an agreement on the issue, they agree to continue to utilize the point factor system designed by the J.W. Thompson Associates Study of February, 1988, as the basis and criteria for future upgradings.

ARTICLE XVII
BEREAVEMENT LEAVE

- A. Employees shall be entitled to a bereavement leave of five (5) working days at the time of the death of a spouse, parent, child, grandparent, grandchild, brother or sister, and any other relative permanently domiciled in the employee's household.

Employees shall be entitled to three (3) working days at the time of the death of a mother-in-law or father-in-law, sister-in-law or brother-in-law.

Employees shall be entitled to one (1) working day at the time of the death of any other relative in the event that such other relative is not domiciled in the employee's household.

- B. Additional bereavement leave in connection with required travel or other unusual circumstances shall be granted at the discretion of the employee's supervisor.

ARTICLE XVIII **WORK ASSIGNMENT**

Work customarily performed by employees in the bargaining unit shall not be assigned to employees not in the bargaining unit where such work would thereby constitute a substantial part of such employee's time. Such provision shall not be construed to prevent assignment of work performed by employees in the bargaining unit to supervisors or to employees in other bargaining units where such assignment is only incidental to and a part of supervisor's or other employee's regular duties. In no event shall such assignment be made for the purpose of eliminating or reducing overtime for employees covered by this Agreement.

ARTICLE XIX **PERMANENT PART-TIME EMPLOYEES**

- A. Permanent part-time employees are those employees working a regular schedule of twenty (20) or more hours per week, or whose employment is more than a seasonal as defined herein. Permanent part-time employees shall receive all the benefits of this Agreement except that, in lieu of those provided for in Article IV through VII and XVII hereof, such permanent part-time employees shall receive those benefits provided for below.
- B. The rate of compensation of such part-time employees shall be a pro rata portion of that provided for in Article IV hereof, and such employees shall be compensated for hours worked in excess of their regularly scheduled hours at additional straight time hourly rates unless the total number of hours in any week worked by any such employee shall exceed the hours customarily worked by full time employees occupying the same position, in which event such employee shall be compensated at one and one-half (1-1/2) times his regular straight time rate for any hours for which a full time employee occupying the same position would be compensated.

Compensation for holidays, vacations, sick leave and bereavement leave shall be a pro rata portion of that provided for herein for full time employees. Permanent part-time

employees will receive personal leave days pursuant to the grievance settlement dated 9/20/99, and attached hereto in Appendix E.

- C. The City will provide each employee in the bargaining unit with the opportunity to enroll in a term life insurance policy in an amount equal to his/her annual salary to the lowest thousand at a cost to the employee of seven cents (\$.07) per week per thousand dollars of benefits. For those employees who choose to participate in this term life insurance plan while an active employee the City will provide and pay for a term life insurance policy in the face amount of six thousand (\$6,000) dollars upon retirement from the City.
- D. The City shall furnish all permanent part-time employees covered by this agreement and their families with health benefits equivalent to the health plan in effect for other classified employees covered by this agreement.

Benefit service for pension purposes for permanent part-time employees (employees who are regularly scheduled to work twenty or more hours per week) will be determined as follows:

Employees will receive credit for permanent part-time pension credit on the basis that one thousand eight hundred and twenty (1820) hours equals one full year of service (52 weeks time 35 hours per week). Therefore, pension service credit will be the number of hours (but no more than 1820) divided by 1820.

Total benefit service years (excluding other full-time service which will be determined in the usual manner) will be sum of the amount determined above, for each fiscal year (or portion thereof) that the employee worked. In no event will an employee receive credit for more than one year for any fiscal year.

Weekly pension contributions and the crediting of pension service will be based on the employees regular base weekly schedule and any applicable longevity and/or educational payments. Employees will not be permitted to make contributions on hours in excess of their regular weekly schedule. Furthermore, employees will not receive pension service credit for overtime, leaves of absence without pay, and/or for any hours in excess of their regular schedule.

- E. Permanent part-time employees on the active payroll as of the effective date of this agreement will become eligible for participation in the pension plan and enrollment in the plan will be completed within thirty (30) days.

ARTICLE XX

ACCESS TO RECORDS

The Union shall have reasonable access during business hours to such employment, compensation and similar data necessary to ascertain whether the terms of this

Agreement are being complied with by the City and Board of Education. The data will be provided within two (2) weeks of the submission of the request at no cost to the Union and its members.

ARTICLE XXI
INTERRUPTION OF WORK

- A. The Union agrees that so long as the City and the Board of Education shall abide by this Agreement and by any decision of an arbitrator as herein provided for, the Union and members of the Union will not cause, sanction or take part in any strike against the City or Board of Education whatsoever (whether sit-down, sit-in, sympathetic, general or of any other kind) walkout, picketing (except informational picketing), stoppage of work, retarding of work or boycott either of a primary or secondary nature, or any other interference with the operation and maintenance of the schools. The City and the Board of Education agree that so long as the Union shall abide by this Agreement and by any decision of an arbitrator as herein provided for, the City and the Board of Education will not lock out employees covered by this Agreement. The foregoing shall not be deemed in derogation of, but in addition to, any prohibition against strike provided for by Public Law 159, Laws of 1965, or by any other statute or provision of law.
- B. Any violation of the foregoing paragraph shall be cause for disciplinary action.

ARTICLE XXII
PREROGATIVES OF CITY AND BOARD

Except as herein provided for, the City and the Board of Education shall have the sole right to determine all matters affecting the operation, management and administration of the City and the school system and to direct and control the working force, including the exclusive right to hire and make temporary transfers (other than on account of union activity) for any cause which in the judgment of the City and the Board of Education may affect the efficient operation of the City and the school system, and the City's decision in all such matters shall not be subject to contest or review by the Union or any employee unless arbitrary and capricious.

ARTICLE XXIII
DRUG AND ALCOHOL POLICY

(a) Commercial Drivers License

1. The first positive test will result in a three (3) day unpaid suspension with a mandatory referral to EAP. A treatment program will be developed by the provider. The employee shall be obligated to continue and complete the requirements of the program as

a condition of continued employment. The employee shall also be subject to all the requirements of the Federal Regulations regarding follow-up drug and alcohol testing.

2. If the employee tests positive for a second time, the employee shall be suspended for five (5) days, and be reevaluated by the EAP provider. The employee shall be required to follow the recommended treatment program and be subject to follow-up drug and alcohol testing. The employee shall not be eligible for any promotion or assignment that would require the employee to drive.

3. If an employee tests positive for a third time, the employee shall be terminated.

4. This agreement does not limit the City's ability to impose more severe discipline, up to and including termination, for underlying misconduct beyond the positive drug and alcohol test.

5. If the employee has not had a further violation of this nature for a period of five (5) years from the original discipline, then the employee's previous discipline shall not be used against him or her after that point in time.

6. If the employee refuses to take the test or does not show up for the test, it will be considered a positive test for the purpose of this agreement.

(b) City Drug and Alcohol Testing

The City of Stamford and the UAW Local #2377 recognize that illegal use of drugs and abuse of alcohol are a threat to the public welfare and a safe work environment. Moreover, it is understood that illegal drug use and alcohol abuse severely lowers productivity and quality of work performed. Therefore, the parties agree to take necessary steps to eliminate illegal drug use and alcohol abuse. As the initial goal of this Drug and Alcohol Testing Policy, and in order to facilitate rehabilitation, the City shall provide assistance towards rehabilitation for any member who seeks such assistance from the City in overcoming an addiction to, dependence on, or problem with drugs and/or alcohol.

1. Random or mass testing is prohibited except for probationary employees.

2. All employees shall report to their places of employment fit and able to perform their required duties and shall not by any improper act render themselves unfit for work.

3. Testing shall only occur if reasonable suspicion to believe an employee is under the influence of illegal drugs, alcohol or chemical substance while on duty. For purposes of this section, reasonable suspicion shall be defined as the quality of proof or evidence that is more than a mere hunch but less than probable cause and must be based on specific objective facts and any rationally derived inferences from those facts about

the conduct of an individual that would lead the reasonable person to suspect that an individual is or has been using illegal drugs or abusing prescribed drugs or alcohol while on work time.

4. In the event that testing occurs:

A. Said testing shall be conducted by an independent medical laboratory which is not associated with the City and said laboratory shall be required to maintain all information as required by law.

B. Each testing sample shall be split in order that a portion of the sample can be retained to be independently tested if requested by the employee to verify the results of the first test. If the sample is not split and a portion retained for use by the employee, the results of the first test shall not be valid.

C. If the employee refuses to submit to the test, the test result shall be deemed "positive" and appropriate action, up to and including termination, will be taken.

D. The results, if positive, will be forwarded to the Medical Review Officer who shall examine alternate medical explanations for any positive test result. This action could include conducting a medical interview with the individual, review of the individual's medical history, or a review of any other relevant biomedical factors. The Medical Review Officer shall review all medical records made available by the tested individual when a confirmed positive test could have resulted from legally prescribed medication.

E. Upon the confirmation of a positive test result, the employee shall be enrolled in a Primary Care Rehabilitation Program. The Department Head will be notified, and kept informed of the employee's status. The type of treatment and the length of the program shall be determined jointly by the Director of the City's Employee Assistance Program and the facility providing the care. Any and all costs incurred above and beyond that which is covered by the employee's insurance policy shall be paid for by the City.

F. Rejection of treatment, or failure to complete all aspects of the program, including attendance to all follow-up maintenance meetings shall subject the employee to termination.

5. If as a result of said test it is determined that an employee is under the influence of illegal drugs, alcohol or illegal chemical substance while on duty, the following will occur:

A. The first positive test will result in a three (3) day unpaid suspension with a mandatory referral to EAP. A treatment program will be developed by the provider. The employee shall be obligated to continue and complete the

requirements of the program as a condition of continued employment. The employee shall also be subject to all the requirements regarding follow-up drug and alcohol testing.

B. If the employee tests positive for a second time, the employee shall be suspended for five (5) days, and be reevaluated by the EAP provider. The employee shall be required to follow the recommended treatment program and be subject to follow-up drug and alcohol testing. The employee shall not be eligible for any promotion or assignment that would require the employee to drive.

C. If an employee tests positive for a third time, the employee shall be terminated.

6. If an employee voluntarily admits he/she has a problem, and such admission is not the result of an impending test, the employee will be referred to EAP with no disciplinary action.

7. This agreement does not limit the City's ability to impose more severe discipline, up to and including termination, for underlying misconduct beyond the positive drug and alcohol test.

8. Any employee who seeks treatment for any drug or alcohol problem, shall be required to use all accrued sick leave. In the event they exhaust sick leave, they can use any other accrued leave time, while seeking treatment for such condition. Upon successful completion of treatment and a written statement to that effect to the Department, the employee shall be returned to active status without reduction in pay or seniority.

ARTICLE XXIV

FAMILY AND MEDICAL LEAVE

Family and medical leave requests shall be governed in accordance with the federal Family and Medical Leave Act. The City is not responsible for providing health insurance benefits beyond that required by law. Employees requesting leave, under the FMLA, for medical purposes (their own or a family member designated under the FMLA), or for the birth/adoption of a child, or the placement of a foster child, must use all accrued paid leave time (vacation, sick and personal) prior to receiving leave without pay. Except that, an employee can preserve two (2) weeks of vacation leave, provided that said vacation can not be used within one (1) month of the end of a family medical leave. Such paid leave time shall be counted towards the twelve (12) weeks allowed under the FMLA. Seniority continues to accrue during FMLA leave, except for the purpose of calculating pension credit. Married couples, who are eligible for FMLA leave, will be allowed to have such leave run separately.

ARTICLE XXV
E-911 COMBINED DISPATCH CENTER AND
POLICE CLERK MATRON

The following provisions shall apply only to employees of E-911 Combined Dispatch Center and Police Clerk Matrons shall be in addition to those provisions hereof applying to all employees covered by this Agreement.

- A. The hours of work for employees of E-911 Combined Dispatch Center and Police Clerk Matrons are 7:00 a.m. to 3:00 p.m.; 3:00 p.m. to 11:00 p.m.; 11:00 p.m. to 7:00 a.m.; with one (1) hour for lunch, during which time the employee may leave the facility/department.
- B. (1) The parties agree that employees scheduled to work five (5) days during a pay period (which is currently Friday - Thursday) will receive one and one-half (1½) times their regular hourly rate for the (6th consecutive day worked)/1st R/O day worked in the pay period. Furthermore, an employee will receive double (2) times their regular hourly rate for the (7th consecutive day worked)/2nd R/O day worked in the pay period.
- (2) The parties further agree that employees scheduled to work four (4) days during a pay period will receive one and one-half (1½) times their regular hourly rate for the (5th and 6th consecutive day worked)/1st and 2nd R/O day worked in the pay period. Furthermore, an employee will receive double (2) time their regular hourly rate for the (7th consecutive day worked)/3rd R/O day worked in the pay period.
- (3) The parties agree that payment for time and one-half (1½) and double (2) time shall not occur for regularly scheduled work days, holidays excluded.
- (4) The parties agree that any day in which an employee is regularly scheduled to work and uses accrued paid leave time for that day, will have such day charged as though they worked for the purposes of overtime pay under this agreement.
- C. If a vacancy is created other than for overtime purposes on the 11:00 p.m. to 7:00 a.m. shift, the City will first seek volunteers to fill the vacancy. If there are not enough volunteers then the City will fill the vacancy with the least senior Public Safety Dispatcher who has not been involuntarily transferred within the last twelve (12) months to the 11:00 p.m. to 7:00 a.m. shift.
- D. Employees involuntarily and voluntarily placed on the 11:00 p.m. to 7:00 a.m. shift shall not be required to remain on that shift more than three (3) months in any twelve (12) month period. At the end of the three (3) months the involuntarily or voluntarily transferred employee shall revert to rotating shifts of 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. and follow the provisions for those shifts as provided in this Article. An individual may volunteer to remain on the 11:00 p.m. to 7:00 a.m. shift for additional three (3) month periods.

- E. The City will post the Public Safety Dispatchers work schedule one (1) year in advance every January 1. An employee who is not scheduled to work on a holiday as defined in this Agreement shall receive a holiday slip. The holiday slip must be used by the employee within one year from the holiday worked.
- F. An employee who works a holiday will receive one and one-half (1-1/2) times his/her regular straight time pay and, at the employee's option, shall also receive his/her regular straight time pay or shall retain the holiday slip to be used within one year from the holiday worked.
- G. In the event of a confirmed life threatening situation at the Government Center, the Public Safety Dispatchers will be allowed to leave the building.
- H. If a Public Safety Dispatcher is absent and the City decides to fill the vacancy, the City will follow the procedure set forth in Section 2 of the agreement entitled *Settlement Agreement for Public Safety Dispatchers* signed April 23, 1997, attached hereto in Appendix E.
- I. The *Settlement Agreement for Telecommunicators/Public Safety Dispatchers* signed April 23, 1997, the *Settlement Agreement for Public Safety Dispatchers* signed April 23, 1997, the *Memorandum of Agreement* signed June 12, 1997 and the *Memorandum of Understanding* dated December 9, 1997, all attached hereto as Appendix E shall continue in full force and effect except as modified during the 1998/99 negotiations.
- J. Employees hired for the classification of Public Safety Dispatcher will be required to complete a twelve (12) month probationary period. During the second six (6) months of the probationary period, the employee can be terminated for job performance related problems only. Pursuant to Article XIII(A), the City shall have the right in its sole discretion to discharge any employee during such employee's probationary period and it shall not be subject to the arbitration step of the grievance procedure. Probationary employees may use accrued leave after the first six (6) months.

ARTICLE XXVI
PART-TIME PARK POLICE

- A. Each Parks Police Officer shall be eligible for the following benefits:
 - 1. For every one hundred forty (140) hours worked, the employee shall earn one (1) vacation day.
 - 2. Each officer shall receive a uniform allowance of one hundred dollars (\$100) per fiscal year, provided they work on average at least two (2) shifts per week in the prior fiscal year. Such allowance will be payable in December of each fiscal year.

3. Overtime after forty (40) hours, every attempt will be made to distribute overtime as equitably as practicable among the part-timers.
 4. Employees will receive one and one-half (1½) times their regular hourly rate for all time worked on holidays.
 5. Employees shall receive shift differential as outlined in Article IV of the Collective Bargaining Agreement.
 6. Part-time Park Police wage rates will be increased by three percent (3%) on July 1, 2005, three percent (3%) on July 1, 2006, three percent (3%) on July 1, 2007 and three percent (3%) on July 1, 2008.
- B. The above represents the total package of benefits for parks police officers.
- C. Notwithstanding the above, the City retains the right to utilize law enforcement personnel from other bargaining units to perform law enforcements duties, provided that it does not impact the incumbent park police employees' current work schedule or their ability to perform their duties or their eligibility for overtime assignments.

ARTICLE XXVII
OFFICE SUPPORT SPECIALIST TRAINING

- A. Employee's who have not yet passed the OSS examination will be given special consideration and individual training for the OSS exam. The cost of such consideration and training will be borne entirely by the training and tuition fund set forth in Article XXIX.
- B. Employees will be reimbursed for the cost of tuition for computer classes taken prior to the execution of this agreement, in preparation for taking the OSS examination. The cost of such courses will be borne entirely by the training and tuition fund set forth herein.

ARTICLE XXVIII
HEALTH AND SAFETY COMMITTEE

The City recognizes its obligation to provide a safe and healthy workplace. The City and the Union agree that cooperation and mutual understanding between the parties is essential to promoting the health, safety and welfare of the Employees and maintaining high standards of public service. Accordingly, the parties agree to set up a Joint Committee, consisting of three (3) Union Employee representatives and three (3) management representatives. The Joint Committee shall meet quarterly, or at a frequency it determines, to discuss problems and exchange views and suggest solutions related to health and safety. Such meetings shall not constitute negotiations. Where practicable, grievances concerning health and safety will be presented to the Joint Committee for

suggested solutions prior to arbitration, such suggested solutions will not be offered during arbitration. Unless mutually agreed, arbitrations concerning health and safety will be submitted to the American Arbitration Association (AAA).

ARTICLE XXIX
TUITION AND TRAINING

- A. The City agrees to create a tuition and training fund for employees covered by this agreement. The fund will be administered by two (2) representatives from the Union and two (2) representatives from the City. Requests for tuition or training must be pre-approved by a majority vote of the committee. Tuition or training requests shall be approved on the basis that the tuition or training will allow the employee to enhance his/her current skills or proficiency and enable them to enhance their job performance, or provide skills enhancement that will directly assist their ability for promotional opportunities. Requests for tuition may include reimbursement for books. Tuition reimbursement will be paid within sixty (60) days upon receipt of evidence of completion of the course(s) with a grade of C or better. Probationary and seasonal employees are not eligible for the tuition or training fund.
- B. The tuition and training fund will be One Hundred Thousand Dollars (\$100,000) per fiscal year. Any funds remaining in the tuition and training fund at the end of the fiscal year will not carry-over.
- C. The City shall not spend more than 25% of the Tuition and Training fund on training required for a single classification, absent the agreement of the Union.
- D. The City will explore the possibility of providing staff development and training on line for employees.

ARTICLE XXX
MILITARY LEAVE

An employee, who is a member of the reserve corps of any branch of the armed forces of the United States, as defined by section 27-103, shall be entitled to be absent from his or her duties or services while engaged in required field training in such reserve corps. The period of paid absence in any calendar year shall not exceed fifteen (15) working days. During these fifteen (15) working days, employees will receive full pay from the City.

ARTICLE XXXI
TERMS AND SCOPE OF AGREEMENT

- A. This Agreement shall go into effect upon ratification and approval of the City Boards. The provisions hereof shall be retroactive to July 1, 2005, including wages, overtime, differentials and holiday pay, clothing and tool allowances and longevity bonuses, unless otherwise specifically provided for herein.
- B. The length of agreement will be from July 1, 2005 through June 30, 2009.

SIGNED THIS THE _____ DAY OF FEBRUARY, 2006.

FOR THE CITY OF STAMFORD

FOR UAW LOCAL 2377

Dannel P. Malloy, Mayor

Gloria Kelley
President

Dennis C. Murphy
Director of Human Resources

Steve Bonaparte
Vice President

Paul Vakos
Chief Steward/2nd V.P.

Harold Jackson
Bargaining Committee Member

C. Vanderkeift
Bargaining Committee Member

**FOR THE INTERNATIONAL
UNION-UAW**

Philip A. Wheeler
Regional Director

Daniel Mastropietro
International Representative

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-01	Step A	Hrs./Week	13.6345	14.0436	14.4649	14.8988
		35 hours	24,815	25,559	26,326	27,116
		37.5 hours	26,587	27,385	28,207	29,053
		40 hours	28,360	29,211	30,087	30,990
	Step B	Hrs./Week	14.2140	14.6405	15.0797	15.5321
		35 hours	25,870	26,646	27,445	28,268
		37.5 hours	27,717	28,549	29,405	30,288
		40 hours	29,565	30,452	31,366	32,307
	Step C	Hrs./Week	14.8191	15.2637	15.7216	16.1933
		35 hours	26,971	27,780	28,613	29,472
		37.5 hours	28,897	29,764	30,657	31,577
		40 hours	30,824	31,749	32,701	33,682
	Step D	Hrs./Week	15.4473	15.9107	16.3880	16.8796
		35 hours	28,114	28,957	29,826	30,721
		37.5 hours	30,122	31,026	31,957	32,915
		40 hours	32,130	33,094	34,087	35,110
	Step E	Hrs./Week	16.1049	16.5880	17.0856	17.5982
		35 hours	29,311	30,190	31,096	32,029
		37.5 hours	31,404	32,347	33,317	34,317
		40 hours	33,498	34,503	35,538	36,604

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-02	Step A	Hrs./Week	14.3848	14.8163	15.2608	15.7186
		35 hours	26,180	26,966	27,775	28,608
		37.5 hours	28,050	28,892	29,759	30,651
		40 hours	29,920	30,818	31,742	32,695
	Step B	Hrs./Week	14.9969	15.4468	15.9102	16.3875
		35 hours	27,294	28,113	28,957	29,825
		37.5 hours	29,244	30,121	31,025	31,956
		40 hours	31,193	32,129	33,093	34,086
	Step C	Hrs./Week	15.6330	16.1020	16.5851	17.0826
		35 hours	28,452	29,306	30,185	31,090
		37.5 hours	30,484	31,399	32,341	33,311
		40 hours	32,517	33,492	34,497	35,532
	Step D	Hrs./Week	16.2985	16.7874	17.2911	17.8098
		35 hours	29,663	30,553	31,470	32,414
		37.5 hours	31,782	32,735	33,718	34,729
		40 hours	33,901	34,918	35,965	37,044
	Step E	Hrs./Week	16.9912	17.5009	18.0260	18.5668
		35 hours	30,924	31,852	32,807	33,791
		37.5 hours	33,133	34,127	35,151	36,205
		40 hours	35,342	36,402	37,494	38,619

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-03	Step A	Hrs./Week	15.1953	15.6511	16.1206	16.6043
		35 hours	27,655	28,485	29,340	30,220
		37.5 hours	29,631	30,520	31,435	32,378
		40 hours	31,606	32,554	33,531	34,537
	Step B	Hrs./Week	15.8403	16.3155	16.8049	17.3091
		35 hours	28,829	29,694	30,585	31,503
		37.5 hours	30,888	31,815	32,770	33,753
		40 hours	32,948	33,936	34,954	36,003
	Step C	Hrs./Week	16.5138	17.0092	17.5195	18.0450
		35 hours	30,055	30,957	31,885	32,842
		37.5 hours	32,202	33,168	34,163	35,188
		40 hours	34,349	35,379	36,440	37,534
	Step D	Hrs./Week	17.2152	17.7316	18.2636	18.8115
		35 hours	31,332	32,272	33,240	34,237
		37.5 hours	33,570	34,577	35,614	36,682
		40 hours	35,808	36,882	37,988	39,128
Step E	Hrs./Week	17.9470	18.4854	19.0399	19.6111	
	35 hours	32,663	33,643	34,653	35,692	
	37.5 hours	34,997	36,046	37,128	38,242	
	40 hours	37,330	38,450	39,603	40,791	

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-04	Step A	Hrs./Week	16.0706	16.5527	17.0493	17.5608
		35 hours	29,248	30,126	31,030	31,961
		37.5 hours	31,338	32,278	33,246	34,243
		40 hours	33,427	34,430	35,463	36,526
	Step B	Hrs./Week	16.7529	17.2555	17.7732	18.3064
		35 hours	30,490	31,405	32,347	33,318
		37.5 hours	32,668	33,648	34,658	35,697
		40 hours	34,846	35,891	36,968	38,077
	Step C	Hrs./Week	17.4647	17.9887	18.5283	19.0842
		35 hours	31,786	32,739	33,722	34,733
		37.5 hours	34,056	35,078	36,130	37,214
		40 hours	36,327	37,416	38,539	39,695
	Step D	Hrs./Week	18.2076	18.7539	19.3165	19.8960
		35 hours	33,138	34,132	35,156	36,211
		37.5 hours	35,505	36,570	37,667	38,797
		40 hours	37,872	39,008	40,178	41,384
	Step E	Hrs./Week	18.9809	19.5503	20.1368	20.7410
		35 hours	34,545	35,582	36,649	37,749
		37.5 hours	37,013	38,123	39,267	40,445
		40 hours	39,480	40,665	41,885	43,141

Assistant Registrar of Voters (Unclassified)

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-05	Step A	Hrs./Week	17.0167	17.5272	18.0530	18.5946
		35 hours	30,970	31,899	32,856	33,842
		37.5 hours	33,182	34,178	35,203	36,259
		40 hours	35,395	36,457	37,550	38,677
	Step B	Hrs./Week	17.7397	18.2719	18.8201	19.3847
		35 hours	32,286	33,255	34,253	35,280
		37.5 hours	34,593	35,630	36,699	37,800
		40 hours	36,899	38,006	39,146	40,320
	Step C	Hrs./Week	18.4938	19.0486	19.6201	20.2087
		35 hours	33,659	34,668	35,709	36,780
		37.5 hours	36,063	37,145	38,259	39,407
		40 hours	38,467	39,621	40,810	42,034
	Step D	Hrs./Week	19.2805	19.8589	20.4547	21.0683
		35 hours	35,091	36,143	37,228	38,344
		37.5 hours	37,597	38,725	39,887	41,083
		40 hours	40,103	41,307	42,546	43,822
	Step E	Hrs./Week	20.0992	20.7022	21.3232	21.9629
		35 hours	36,581	37,678	38,808	39,973
		37.5 hours	39,193	40,369	41,580	42,828
		40 hours	41,806	43,061	44,352	45,683

Outreach Worker

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-06	Step A	Hrs./Week	18.0410	18.5822	19.1396	19.7138
		35 hours	32,835	33,820	34,834	35,879
		37.5 hours	35,180	36,235	37,322	38,442
		40 hours	37,525	38,651	39,810	41,005
	Step B	Hrs./Week	18.8080	19.3722	19.9534	20.5520
		35 hours	34,231	35,257	36,315	37,405
		37.5 hours	36,676	37,776	38,909	40,076
		40 hours	39,121	40,294	41,503	42,748
	Step C	Hrs./Week	19.6066	20.1948	20.8006	21.4246
		35 hours	35,684	36,754	37,857	38,993
		37.5 hours	38,233	39,380	40,561	41,778
		40 hours	40,782	42,005	43,265	44,563
	Step D	Hrs./Week	20.4404	21.0536	21.6852	22.3358
		35 hours	37,202	38,318	39,467	40,651
		37.5 hours	39,859	41,055	42,286	43,555
		40 hours	42,516	43,792	45,105	46,458
	Step E	Hrs./Week	21.3093	21.9485	22.6070	23.2852
		35 hours	38,783	39,946	41,145	42,379
		37.5 hours	41,553	42,800	44,084	45,406
		40 hours	44,323	45,653	47,023	48,433

Account Clerk I
Animal Shelter Maintainer
Clerk Typist II
Custodian
Mailroom Attendant/Clerk
Maintenance Worker
Nutrition Aide
Police Clerk Matron
Tree Climber

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-07	Step A	Hrs./Week	19.1507	19.7252	20.3169	20.9264
		35 hours	34,854	35,900	36,977	38,086
		37.5 hours	37,344	38,464	39,618	40,807
		40 hours	39,833	41,028	42,259	43,527
	Step B	Hrs./Week	19.9644	20.5634	21.1803	21.8157
		35 hours	36,335	37,425	38,548	39,705
		37.5 hours	38,931	40,099	41,302	42,541
		40 hours	41,526	42,772	44,055	45,377
	Step C	Hrs./Week	20.8126	21.4370	22.0801	22.7425
		35 hours	37,879	39,015	40,186	41,391
		37.5 hours	40,585	41,802	43,056	44,348
		40 hours	43,290	44,589	45,927	47,304
	Step D	Hrs./Week	21.6974	22.3483	23.0187	23.7093
		35 hours	39,489	40,674	41,894	43,151
		37.5 hours	42,310	43,579	44,887	46,233
		40 hours	45,131	46,484	47,879	49,315
	Step E	Hrs./Week	22.6197	23.2983	23.9972	24.7172
		35 hours	41,168	42,403	43,675	44,985
		37.5 hours	44,108	45,432	46,795	48,198
		40 hours	47,049	48,460	49,914	51,412

Cashier
Equipment Maintenance Park Clerk
Ice Rink Operator
Inventory Clerk
Office Support Specialist
Plant Maintenance Control Clerk
Scalehouse Attendant
Secretary

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-08	Step A	Hrs./Week	20.3527	20.9632	21.5921	22.2399
		35 hours	37,042	38,153	39,298	40,477
		37.5 hours	39,688	40,878	42,105	43,368
		40 hours	42,334	43,604	44,912	46,259
	Step B	Hrs./Week	21.2183	21.8549	22.5105	23.1858
		35 hours	38,617	39,776	40,969	42,198
		37.5 hours	41,376	42,617	43,896	45,212
		40 hours	44,134	45,458	46,822	48,227
	Step C	Hrs./Week	22.1199	22.7835	23.4670	24.1710
		35 hours	40,258	41,466	42,710	43,991
		37.5 hours	43,134	44,428	45,761	47,133
		40 hours	46,009	47,390	48,811	50,276
	Step D	Hrs./Week	23.0596	23.7514	24.4639	25.1978
		35 hours	41,968	43,227	44,524	45,860
		37.5 hours	44,966	46,315	47,705	49,136
		40 hours	47,964	49,403	50,885	52,411
	Step E	Hrs./Week	24.0410	24.7622	25.5051	26.2703
		35 hours	43,755	45,067	46,419	47,812
		37.5 hours	46,880	48,286	49,735	51,227
		40 hours	50,005	51,505	53,051	54,642

Account Clerk II
Asst. Municipal Animal Control Officer
Auto Copy Machine Operator
Benefits Clerk
Central Services Operations Worker
Crew Chief—Traffic
Data Information Operator
Data Management Clerk
Marina Supervisor
Police Aide
Working Foreman

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-09	Step A	Hrs./Week	21.6569	22.3066	22.9758	23.6650
		35 hours	39,415	40,598	41,816	43,070
		37.5 hours	42,231	43,498	44,803	46,147
		40 hours	45,046	46,398	47,790	49,223
	Step B	Hrs./Week	22.5782	23.2556	23.9532	24.6718
		35 hours	41,092	42,325	43,595	44,903
		37.5 hours	44,028	45,348	46,709	48,110
		40 hours	46,963	48,372	49,823	51,317
	Step C	Hrs./Week	23.5380	24.2441	24.9715	25.7206
		35 hours	42,839	44,124	45,448	46,811
		37.5 hours	45,899	47,276	48,694	50,155
		40 hours	48,959	50,428	51,941	53,499
	Step D	Hrs./Week	24.5383	25.2744	26.0327	26.8136
		35 hours	44,660	45,999	47,379	48,801
		37.5 hours	47,850	49,285	50,764	52,287
		40 hours	51,040	52,571	54,148	55,772
	Step E	Hrs./Week	25.5801	26.3475	27.1379	27.9520
		35 hours	46,556	47,952	49,391	50,873
		37.5 hours	49,881	51,378	52,919	54,506
		40 hours	53,207	54,803	56,447	58,140

Chief Clerk
 Customer Service Specialist
 Equipment Mechanic
 Head Cashier
 Index Clerk
 Permit Clerk
 Program Coordinator—Youth Service Bureau
 Program Coordinator—Div of Social Services
 Telecommunicator
 Traffic Mtce Worker/Equip Mechanic

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-10	Step A	Hrs./Week	23.0740	23.7662	24.4792	25.2136
		35 hours	41,995	43,255	44,552	45,889
		37.5 hours	44,994	46,344	47,734	49,167
		40 hours	47,994	49,434	50,917	52,444
	Step B	Hrs./Week	24.0545	24.7761	25.5194	26.2850
		35 hours	43,779	45,093	46,445	47,839
		37.5 hours	46,906	48,313	49,763	51,256
		40 hours	50,033	51,534	53,080	54,673
	Step C	Hrs./Week	25.0772	25.8295	26.6044	27.4025
		35 hours	45,640	47,010	48,420	49,873
		37.5 hours	48,900	50,368	51,879	53,435
		40 hours	52,161	53,725	55,337	56,997
	Step D	Hrs./Week	26.1437	26.9280	27.7358	28.5679
		35 hours	47,582	49,009	50,479	51,994
		37.5 hours	50,980	52,510	54,085	55,707
		40 hours	54,379	56,010	57,691	59,421
	Step E	Hrs./Week	27.2540	28.0716	28.9138	29.7812
		35 hours	49,602	51,090	52,623	54,202
		37.5 hours	53,145	54,740	56,382	58,073
		40 hours	56,688	58,389	60,141	61,945

Customer Service Specialist/WPCA	Instrumentation Tech (WPCA) 40 hrs/week
Delinquent Account Processor/WPCA	Legal Secretary
Desktop Technician	Nutritionist
Electronic Technician (Civilian)	Outreach Coordinator
Executive Secretary	Recreation Leader
GIS Technician	Research Assistant
Grants Technician	Special Projects Coordinator
Human Resources Assistant	
HRIS (Human Resources Information Systems) Assistant	

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-11	Step A	Hrs./Week	24.6132	25.3516	26.1121	26.8955
		35 hours	44,796	46,140	47,524	48,950
		37.5 hours	47,996	49,436	50,919	52,446
		40 hours	51,195	52,731	54,313	55,943
	Step B	Hrs./Week	25.6599	26.4297	27.2226	28.0392
		35 hours	46,701	48,102	49,545	51,031
		37.5 hours	50,037	51,538	53,084	54,677
		40 hours	53,373	54,974	56,623	58,322
	Step C	Hrs./Week	26.7494	27.5519	28.3784	29.2298
		35 hours	48,684	50,144	51,649	53,198
		37.5 hours	52,161	53,726	55,338	56,998
		40 hours	55,639	57,308	59,027	60,798
	Step D	Hrs./Week	27.8870	28.7236	29.5853	30.4729
		35 hours	50,754	52,277	53,845	55,461
		37.5 hours	54,380	56,011	57,691	59,422
		40 hours	58,005	59,745	61,537	63,384
	Step E	Hrs./Week	29.0724	29.9445	30.8429	31.7682
		35 hours	52,912	54,499	56,134	57,818
		37.5 hours	56,691	58,392	60,144	61,948
		40 hours	60,471	62,285	64,153	66,078

Accounting Supervisor	Recreation Supervisor
Administrative Assistant I	Real Estate Sales Analyst
Assessment Inspector	Traffic Signal Technician
Assessment Inspector—Personal Property	Tree Inspector
Grants Accounts Analyst	
Head Custodian I	
Inspector I	
Mtce Tradesworker II-Carpenter, H.V.AC and Plumber	
Marina Supervisor	
Paralegal	
Public Safety Dispatcher I (40 hrs/wk)	

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-12	Step A	Hrs./Week	26.2864	27.0750	27.8872	28.7238
		35 hours	47,841	49,276	50,755	52,277
		37.5 hours	51,258	52,796	54,380	56,012
		40 hours	54,676	56,316	58,005	59,746
	Step B	Hrs./Week	27.4047	28.2268	29.0736	29.9458
		35 hours	49,877	51,373	52,914	54,501
		37.5 hours	53,439	55,042	56,694	58,394
		40 hours	57,002	58,712	60,473	62,287
	Step C	Hrs./Week	28.5693	29.4264	30.3092	31.2185
		35 hours	51,996	53,556	55,163	56,818
		37.5 hours	55,710	57,382	59,103	60,876
		40 hours	59,424	61,207	63,043	64,934
	Step D	Hrs./Week	29.7833	30.6768	31.5971	32.5450
		35 hours	54,206	55,832	57,507	59,232
		37.5 hours	58,077	59,820	61,614	63,463
		40 hours	61,949	63,808	65,722	67,694
	Step E	Hrs./Week	31.0491	31.9806	32.9400	33.9282
		35 hours	56,509	58,205	59,951	61,749
		37.5 hours	60,546	62,362	64,233	66,160
		40 hours	64,582	66,520	68,515	70,571

Administrative Assistant—Data Info Systems
Community Resource Facilitator (Unclass-upon vacancy. Create as Class).
Coordinator WIC
Funding Coordinator
Mtce Tradesworker II-Electrician
Program Nutritionist
Senior Planner

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-13	Step A	Hrs./Week	28.1093	28.9525	29.8211	30.7158
		35 hours	51,159	52,694	54,274	55,903
		37.5 hours	54,813	56,457	58,151	59,896
		40 hours	58,467	60,221	62,028	63,889
	Step B	Hrs./Week	29.3034	30.1825	31.0880	32.0207
		35 hours	53,332	54,932	56,580	58,278
		37.5 hours	57,142	58,856	60,622	62,440
		40 hours	60,951	62,780	64,663	66,603
	Step C	Hrs./Week	30.5478	31.4642	32.4081	33.3804
		35 hours	55,597	57,265	58,983	60,752
		37.5 hours	59,568	61,355	63,196	65,092
		40 hours	63,539	65,446	67,409	69,431
	Step D	Hrs./Week	31.8470	32.8024	33.7864	34.8000
		35 hours	57,961	59,700	61,491	63,336
		37.5 hours	62,102	63,965	65,884	67,860
		40 hours	66,242	68,229	70,276	72,384
	Step E	Hrs./Week	33.2006	34.1966	35.2225	36.2792
		35 hours	60,425	62,238	64,105	66,028
		37.5 hours	64,741	66,683	68,684	70,744
		40 hours	69,057	71,129	73,263	75,461

Associate Engineer (37.5 hrs/wk)
Commercial Appraiser
Computer Technician
Electrical Inspector
Environmental Analyst
Grants Coordinator
Housing Program Specialist
HVAC Inspector
Inspector II
Laboratory Tech/Health,
Laboratory Tech/WPCA

Land Use Inspector
Mechanical Inspector
Plumbing Inspector
Zoning Inspector

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-14	Step A	Hrs./Week	30.0926	30.9954	31.9252	32.8830
		35 hours	54,769	56,412	58,104	59,847
		37.5 hours	58,681	60,441	62,254	64,122
		40 hours	62,593	64,470	66,405	68,397
	Step B	Hrs./Week	31.3720	32.3131	33.2825	34.2810
		35 hours	57,097	58,810	60,574	62,391
		37.5 hours	61,175	63,011	64,901	66,848
		40 hours	65,254	67,211	69,228	71,304
	Step C	Hrs./Week	32.7055	33.6867	34.6973	35.7382
		35 hours	59,524	61,310	63,149	65,044
		37.5 hours	63,776	65,689	67,660	69,689
		40 hours	68,027	70,068	72,170	74,335
	Step D	Hrs./Week	34.0949	35.1177	36.1713	37.2564
		35 hours	62,053	63,914	65,832	67,807
		37.5 hours	66,485	68,480	70,534	72,650
		40 hours	70,917	73,045	75,236	77,493
	Step E	Hrs./Week	35.5440	36.6103	37.7086	38.8399
		35 hours	64,690	66,631	68,630	70,689
		37.5 hours	69,311	71,390	73,532	75,738
		40 hours	73,932	76,149	78,434	80,787

Applications Support Analyst
 GIS Analyst
 Human Services Coordinator
 Income and Expense Analyst
 Media/Technology Communications Specialist (37.5 hrs)
 Public Health Educator
 Public Health Epidemiologist
 School/Family Resources Facilitator (40 hrs)
 Software Technician (40 hrs)
 Web/Internet Specialist

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-15	Step A	Hrs./Week	32.2560	33.2237	34.2204	35.2470
		35 hours	58,706	60,467	62,281	64,150
		37.5 hours	62,899	64,786	66,730	68,732
		40 hours	67,092	69,105	71,178	73,314
	Step B	Hrs./Week	33.6277	34.6366	35.6757	36.7459
		35 hours	61,202	63,039	64,930	66,878
		37.5 hours	65,574	67,541	69,568	71,655
		40 hours	69,946	72,044	74,205	76,432
	Step C	Hrs./Week	35.0570	36.1087	37.1920	38.3077
		35 hours	63,804	65,718	67,689	69,720
		37.5 hours	68,361	70,412	72,524	74,700
		40 hours	72,919	75,106	77,359	79,680
	Step D	Hrs./Week	36.5467	37.6431	38.7724	39.9356
		35 hours	66,515	68,511	70,566	72,683
		37.5 hours	71,266	73,404	75,606	77,874
		40 hours	76,017	78,298	80,647	83,066
	Step E	Hrs./Week	38.1004	39.2434	40.4207	41.6333
		35 hours	69,343	71,423	73,566	75,773
		37.5 hours	74,296	76,525	78,820	81,185
		40 hours	79,249	81,626	84,075	86,597

Asst. Superintendent of Recreation
Housing Construction Specialist
Permit Compliance Officer (37.5 hrs)
Traffic Signal Supervisor

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-16	Step A	Hrs./Week	34.6186	35.6572	36.7269	37.8287
		35 hours	63,006	64,896	66,843	68,848
		37.5 hours	67,506	69,531	71,617	73,766
		40 hours	72,007	74,167	76,392	78,684
	Step B	Hrs./Week	36.0901	37.1728	38.2880	39.4366
		35 hours	65,684	67,655	69,684	71,775
		37.5 hours	70,376	72,487	74,662	76,901
		40 hours	75,067	77,319	79,639	82,028
	Step C	Hrs./Week	37.6238	38.7525	39.9151	41.1125
		35 hours	68,475	70,530	72,645	74,825
		37.5 hours	73,366	75,567	77,834	80,169
		40 hours	78,257	80,605	83,023	85,514
	Step D	Hrs./Week	39.2219	40.3986	41.6106	42.8589
		35 hours	71,384	73,525	75,731	78,003
		37.5 hours	76,483	78,777	81,141	83,575
		40 hours	81,582	84,029	86,550	89,146
	Step E	Hrs./Week	40.8887	42.1153	43.3788	44.6801
		35 hours	74,417	76,650	78,949	81,318
		37.5 hours	79,733	82,125	84,589	87,126
		40 hours	85,048	87,600	90,228	92,935

Building Systems Engineer
Environmental Planner
GIS Coordinator
Staff Engineer

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-17	Step A	Hrs./Week	37.1972	38.3132	39.4626	40.6464
		35 hours	67,699	69,730	71,822	73,977
		37.5 hours	72,535	74,711	76,952	79,261
		40 hours	77,370	79,691	82,082	84,545
	Step B	Hrs./Week	38.7771	39.9404	41.1386	42.3727
		35 hours	70,574	72,691	74,872	77,118
		37.5 hours	75,615	77,884	80,220	82,627
		40 hours	80,656	83,076	85,568	88,135
	Step C	Hrs./Week	40.4264	41.6392	42.8884	44.1750
		35 hours	73,576	75,783	78,057	80,399
		37.5 hours	78,831	81,196	83,632	86,141
		40 hours	84,087	86,610	89,208	91,884
	Step D	Hrs./Week	42.1449	43.4092	44.7115	46.0528
		35 hours	76,704	79,005	81,375	83,816
		37.5 hours	82,183	84,648	87,187	89,803
		40 hours	87,661	90,291	93,000	95,790
	Step E	Hrs./Week	43.9353	45.2534	46.6110	48.0093
		35 hours	79,962	82,361	84,832	87,377
		37.5 hours	85,674	88,244	90,891	93,618
		40 hours	91,385	94,127	96,951	99,859

Construction Manager
Housing Development Manager
HRIS Coordinator
Inspector III
Manager of Student Information Systems (Unclass-upon vacancy—create as Class.)
Research Anaylst (Unclass—upon vacancy—create as Class.)

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
S-18	Step A	Hrs./Week	40.0166	41.2171	42.4536	43.7273
		35 hours	72,830	75,015	77,266	79,584
		37.5 hours	78,032	80,373	82,785	85,268
		40 hours	83,235	85,732	88,304	90,953
	Step B	Hrs./Week	41.7169	42.9684	44.2574	45.5852
		35 hours	75,925	78,202	80,549	82,965
		37.5 hours	81,348	83,788	86,302	88,891
		40 hours	86,771	89,374	92,055	94,817
	Step C	Hrs./Week	43.4913	44.7960	46.1399	47.5241
		35 hours	79,154	81,529	83,975	86,494
		37.5 hours	84,808	87,352	89,973	92,672
		40 hours	90,462	93,176	95,971	98,850
	Step D	Hrs./Week	45.3382	46.6983	48.0993	49.5422
		35 hours	82,515	84,991	87,541	90,167
		37.5 hours	88,409	91,062	93,794	96,607
		40 hours	94,303	97,132	100,046	103,048
	Step E	Hrs./Week	47.2656	48.6835	50.1440	51.6484
		35 hours	86,023	88,604	91,262	94,000
		37.5 hours	92,168	94,933	97,781	100,714
		40 hours	98,312	101,262	104,300	107,429

Computer Aided Applications (CAA) Design Engineer
Design Engineer

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEP GRID

Annual Rate Increase			<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-01	Step A	Hrs./Week	13.6345	14.0436	14.4649	14.8988
		35 hours	24,815	25,559	26,326	27,116
		37.5 hours	26,587	27,385	28,207	29,053
		40 hours	28,360	29,211	30,087	30,990
	Step B	Hrs./Week	14.0181	14.4387	14.8718	15.3180
		35 hours	25,513	26,278	27,067	27,879
		37.5 hours	27,335	28,155	29,000	29,870
		40 hours	29,158	30,032	30,933	31,861
	Step C	Hrs./Week	14.4125	14.8449	15.2903	15.7490
		35 hours	26,231	27,018	27,828	28,663
		37.5 hours	28,104	28,948	29,816	30,710
		40 hours	29,978	30,877	31,804	32,758
	Step D	Hrs./Week	14.8180	15.2626	15.7205	16.1921
		35 hours	26,969	27,778	28,611	29,470
		37.5 hours	28,895	29,762	30,655	31,575
		40 hours	30,822	31,746	32,699	33,680
	Step E	Hrs./Week	15.2349	15.6920	16.1627	16.6476
		35 hours	27,728	28,559	29,416	30,299
		37.5 hours	29,708	30,599	31,517	32,463
		40 hours	31,689	32,639	33,619	34,627
	Step F	Hrs./Week	15.6636	16.1335	16.6175	17.1160
		35 hours	28,508	29,363	30,244	31,151
		37.5 hours	30,544	31,460	32,404	33,376
		40 hours	32,580	33,558	34,564	35,601
	Step G	Hrs./Week	16.1043	16.5874	17.0850	17.5976
		35 hours	29,310	30,189	31,095	32,028
		37.5 hours	31,403	32,345	33,316	34,315
		40 hours	33,497	34,502	35,537	36,603

	Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>	
V-02	Step A	Hrs./Week	14.3848	14.8163	15.2608	15.7186
		35 hours	26,180	26,966	27,775	28,608
		37.5 hours	28,050	28,892	29,759	30,651
		40 hours	29,920	30,818	31,742	32,695
	Step B	Hrs./Week	14.7895	15.2332	15.6902	16.1609
		35 hours	26,917	27,724	28,556	29,413
		37.5 hours	28,840	29,705	30,596	31,514
		40 hours	30,762	31,685	32,636	33,615
	Step C	Hrs./Week	15.2056	15.6618	16.1316	16.6156
		35 hours	27,674	28,504	29,360	30,240
		37.5 hours	29,651	30,540	31,457	32,400
		40 hours	31,628	32,576	33,554	34,560
	Step D	Hrs./Week	15.6334	16.1024	16.5855	17.0831
		35 hours	28,453	29,306	30,186	31,091
		37.5 hours	30,485	31,400	32,342	33,312
		40 hours	32,517	33,493	34,498	35,533
	Step E	Hrs./Week	16.0733	16.5555	17.0521	17.5637
		35 hours	29,253	30,131	31,035	31,966
		37.5 hours	31,343	32,283	33,252	34,249
		40 hours	33,432	34,435	35,468	36,532
	Step F	Hrs./Week	16.5255	17.0212	17.5319	18.0578
		35 hours	30,076	30,979	31,908	32,865
		37.5 hours	32,225	33,191	34,187	35,213
		40 hours	34,373	35,404	36,466	37,560
	Step G	Hrs./Week	16.9904	17.5001	18.0251	18.5659
		35 hours	30,923	31,850	32,806	33,790
		37.5 hours	33,131	34,125	35,149	36,203
		40 hours	35,340	36,400	37,492	38,617

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-03	Step A	Hrs./Week	15.1953	15.6511	16.1206	16.6043
		35 hours	27,655	28,485	29,340	30,220
		37.5 hours	29,631	30,520	31,435	32,378
		40 hours	31,606	32,554	33,531	34,537
	Step B	Hrs./Week	15.6228	16.0915	16.5742	17.0714
		35 hours	28,433	29,286	30,165	31,070
		37.5 hours	30,464	31,378	32,320	33,289
		40 hours	32,495	33,470	34,474	35,509
	Step C	Hrs./Week	16.0623	16.5442	17.0405	17.5517
		35 hours	29,233	30,110	31,014	31,944
		37.5 hours	31,322	32,261	33,229	34,226
		40 hours	33,410	34,412	35,444	36,508
	Step D	Hrs./Week	16.5142	17.0097	17.5199	18.0455
		35 hours	30,056	30,958	31,886	32,843
		37.5 hours	32,203	33,169	34,164	35,189
		40 hours	34,350	35,380	36,441	37,535
	Step E	Hrs./Week	16.9789	17.4882	18.0129	18.5533
		35 hours	30,902	31,829	32,783	33,767
		37.5 hours	33,109	34,102	35,125	36,179
		40 hours	35,316	36,376	37,467	38,591
	Step F	Hrs./Week	17.4566	17.9803	18.5197	19.0753
		35 hours	31,771	32,724	33,706	34,717
		37.5 hours	34,040	35,061	36,113	37,197
		40 hours	36,310	37,399	38,521	39,677
	Step G	Hrs./Week	17.9477	18.4861	19.0407	19.6119
		35 hours	32,665	33,645	34,654	35,694
		37.5 hours	34,998	36,048	37,129	38,243
		40 hours	37,331	38,451	39,605	40,793

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-04	Step A	Hrs./Week	16.0706	16.5527	17.0493	17.5608
		35 hours	29,248	30,126	31,030	31,961
		37.5 hours	31,338	32,278	33,246	34,243
		40 hours	33,427	34,430	35,463	36,526
	Step B	Hrs./Week	16.5227	17.0184	17.5290	18.0548
		35 hours	30,071	30,974	31,903	32,860
		37.5 hours	32,219	33,186	34,181	35,207
		40 hours	34,367	35,398	36,460	37,554
	Step C	Hrs./Week	16.9876	17.4972	18.0221	18.5628
		35 hours	30,917	31,845	32,800	33,784
		37.5 hours	33,126	34,120	35,143	36,197
		40 hours	35,334	36,394	37,486	38,611
	Step D	Hrs./Week	17.4655	17.9895	18.5292	19.0851
		35 hours	31,787	32,741	33,723	34,735
		37.5 hours	34,058	35,080	36,132	37,216
		40 hours	36,328	37,418	38,541	39,697
	Step E	Hrs./Week	17.9569	18.4956	19.0505	19.6220
		35 hours	32,682	33,662	34,672	35,712
		37.5 hours	35,016	36,067	37,149	38,263
		40 hours	37,350	38,471	39,625	40,814
	Step F	Hrs./Week	18.4622	19.0160	19.5865	20.1741
		35 hours	33,601	34,609	35,647	36,717
		37.5 hours	36,001	37,081	38,194	39,339
		40 hours	38,401	39,553	40,740	41,962
	Step G	Hrs./Week	18.9816	19.5510	20.1376	20.7417
		35 hours	34,546	35,583	36,650	37,750
		37.5 hours	37,014	38,125	39,268	40,446
		40 hours	39,482	40,666	41,886	43,143

Assistant Registrar of Voters (Unclassified)

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-05	Step A	Hrs./Week	17.0167	17.5272	18.0530	18.5946
		35 hours	30,970	31,899	32,856	33,842
		37.5 hours	33,182	34,178	35,203	36,259
		40 hours	35,395	36,457	37,550	38,677
	Step B	Hrs./Week	17.4954	18.0203	18.5609	19.1177
		35 hours	31,842	32,797	33,781	34,794
		37.5 hours	34,116	35,140	36,194	37,280
		40 hours	36,390	37,482	38,607	39,765
	Step C	Hrs./Week	17.9877	18.5273	19.0831	19.6556
		35 hours	32,738	33,720	34,731	35,773
		37.5 hours	35,076	36,128	37,212	38,328
		40 hours	37,414	38,537	39,693	40,884
	Step D	Hrs./Week	18.4937	19.0486	19.6200	20.2086
		35 hours	33,659	34,668	35,708	36,780
		37.5 hours	36,063	37,145	38,259	39,407
		40 hours	38,467	39,621	40,810	42,034
	Step E	Hrs./Week	19.0141	19.5845	20.1720	20.7772
		35 hours	34,606	35,644	36,713	37,814
		37.5 hours	37,077	38,190	39,335	40,516
		40 hours	39,549	40,736	41,958	43,217
	Step F	Hrs./Week	19.5490	20.1355	20.7396	21.3618
		35 hours	35,579	36,647	37,746	38,878
		37.5 hours	38,121	39,264	40,442	41,655
		40 hours	40,662	41,882	43,138	44,432
	Step G	Hrs./Week	20.0990	20.7020	21.3231	21.9628
		35 hours	36,580	37,678	38,808	39,972
		37.5 hours	39,193	40,369	41,580	42,827
		40 hours	41,806	43,060	44,352	45,683

Outreach Worker

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-06	Step A	Hrs./Week	18.0410	18.5822	19.1396	19.7138
		35 hours	32,835	33,820	34,834	35,879
		37.5 hours	35,180	36,235	37,322	38,442
		40 hours	37,525	38,651	39,810	41,005
	Step B	Hrs./Week	18.5485	19.1050	19.6781	20.2685
		35 hours	33,758	34,771	35,814	36,889
		37.5 hours	36,170	37,255	38,372	39,524
		40 hours	38,581	39,738	40,931	42,158
	Step C	Hrs./Week	19.0704	19.6425	20.2318	20.8387
		35 hours	34,708	35,749	36,822	37,927
		37.5 hours	37,187	38,303	39,452	40,636
		40 hours	39,666	40,856	42,082	43,345
	Step D	Hrs./Week	19.6069	20.1952	20.8010	21.4250
		35 hours	35,685	36,755	37,858	38,994
		37.5 hours	38,234	39,381	40,562	41,779
		40 hours	40,782	42,006	43,266	44,564
	Step E	Hrs./Week	20.1586	20.7633	21.3862	22.0278
		35 hours	36,689	37,789	38,923	40,091
		37.5 hours	39,309	40,489	41,703	42,954
		40 hours	41,930	43,188	44,483	45,818
	Step F	Hrs./Week	20.7257	21.3475	21.9879	22.6476
		35 hours	37,721	38,852	40,018	41,219
		37.5 hours	40,415	41,628	42,876	44,163
		40 hours	43,110	44,403	45,735	47,107
	Step G	Hrs./Week	21.3089	21.9481	22.6066	23.2848
		35 hours	38,782	39,946	41,144	42,378
		37.5 hours	41,552	42,799	44,083	45,405
		40 hours	44,322	45,652	47,022	48,432

Account Clerk I
Animal Shelter Maintainer
Clerk Typist II
Custodian
Mailroom Attendant/Clerk
Maintenance Worker
Nutrition Aide
Police Clerk Matron
Tree Climber

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-07	Step A	Hrs./Week	19.1507	19.7252	20.3169	20.9264
		35 hours	34,854	35,900	36,977	38,086
		37.5 hours	37,344	38,464	39,618	40,807
		40 hours	39,833	41,028	42,259	43,527
	Step B	Hrs./Week	19.6895	20.2802	20.8886	21.5152
		35 hours	35,835	36,910	38,017	39,158
		37.5 hours	38,394	39,546	40,733	41,955
		40 hours	40,954	42,183	43,448	44,752
	Step C	Hrs./Week	20.2434	20.8507	21.4763	22.1205
		35 hours	36,843	37,948	39,087	40,259
		37.5 hours	39,475	40,659	41,879	43,135
		40 hours	42,106	43,370	44,671	46,011
	Step D	Hrs./Week	20.8130	21.4374	22.0805	22.7429
		35 hours	37,880	39,016	40,186	41,392
		37.5 hours	40,585	41,803	43,057	44,349
		40 hours	43,291	44,590	45,927	47,305
	Step E	Hrs./Week	21.3986	22.0405	22.7017	23.3828
		35 hours	38,945	40,114	41,317	42,557
		37.5 hours	41,727	42,979	44,268	45,596
		40 hours	44,509	45,844	47,220	48,636
	Step F	Hrs./Week	22.0006	22.6606	23.3404	24.0407
		35 hours	40,041	41,242	42,480	43,754
		37.5 hours	42,901	44,188	45,514	46,879
		40 hours	45,761	47,134	48,548	50,005
	Step G	Hrs./Week	22.6196	23.2982	23.9971	24.7170
		35 hours	41,168	42,403	43,675	44,985
		37.5 hours	44,108	45,431	46,794	48,198
		40 hours	47,049	48,460	49,914	51,411

Cashier
 Equipment Maintenance Park Clerk
 Ice Rink Operator
 Inventory Clerk
 Office Support Specialist
 Plant Maintenance Control Clerk
 Scalehouse Attendant
 Secretary

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-08	Step A	Hrs./Week	20.3527	20.9632	21.5921	22.2399
		35 hours	37,042	38,153	39,298	40,477
		37.5 hours	39,688	40,878	42,105	43,368
		40 hours	42,334	43,604	44,912	46,259
	Step B	Hrs./Week	20.9253	21.5530	22.1996	22.8656
		35 hours	38,084	39,227	40,403	41,615
		37.5 hours	40,804	42,028	43,289	44,588
		40 hours	43,525	44,830	46,175	47,560
	Step C	Hrs./Week	21.5140	22.1594	22.8242	23.5089
		35 hours	39,156	40,330	41,540	42,786
		37.5 hours	41,952	43,211	44,507	45,842
		40 hours	44,749	46,092	47,474	48,899
	Step D	Hrs./Week	22.1193	22.7829	23.4664	24.1704
		35 hours	40,257	41,465	42,709	43,990
		37.5 hours	43,133	44,427	45,759	47,132
		40 hours	46,008	47,388	48,810	50,274
	Step E	Hrs./Week	22.7416	23.4239	24.1266	24.8504
		35 hours	41,390	42,631	43,910	45,228
		37.5 hours	44,346	45,677	47,047	48,458
		40 hours	47,303	48,722	50,183	51,689
	Step F	Hrs./Week	23.3815	24.0829	24.8054	25.5496
		35 hours	42,554	43,831	45,146	46,500
		37.5 hours	45,594	46,962	48,371	49,822
		40 hours	48,633	50,092	51,595	53,143
	Step G	Hrs./Week	24.0393	24.7605	25.5033	26.2684
		35 hours	43,752	45,064	46,416	47,808
		37.5 hours	46,877	48,283	49,731	51,223
		40 hours	50,002	51,502	53,047	54,638

Account Clerk II
Asst. Municipal Animal Control Officer
Auto Copy Machine Operator
Benefits Clerk
Central Services Operations Worker
Crew Chief—Traffic
Data Information Operator
Data Management Clerk
Marina Supervisor
Police Aide
Working Foreman

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-09	Step A	Hrs./Week	21.6569	22.3066	22.9758	23.6650
		35 hours	39,415	40,598	41,816	43,070
		37.5 hours	42,231	43,498	44,803	46,147
		40 hours	45,046	46,398	47,790	49,223
	Step B	Hrs./Week	22.2662	22.9342	23.6222	24.3308
		35 hours	40,524	41,740	42,992	44,282
		37.5 hours	43,419	44,722	46,063	47,445
		40 hours	46,314	47,703	49,134	50,608
	Step C	Hrs./Week	22.8926	23.5794	24.2868	25.0154
		35 hours	41,665	42,915	44,202	45,528
		37.5 hours	44,641	45,980	47,359	48,780
		40 hours	47,617	49,045	50,517	52,032
	Step D	Hrs./Week	23.5367	24.2428	24.9701	25.7192
		35 hours	42,837	44,122	45,446	46,809
		37.5 hours	45,897	47,273	48,692	50,152
		40 hours	48,956	50,425	51,938	53,496
	Step E	Hrs./Week	24.1989	24.9249	25.6726	26.4428
		35 hours	44,042	45,363	46,724	48,126
		37.5 hours	47,188	48,604	50,062	51,563
		40 hours	50,334	51,844	53,399	55,001
	Step F	Hrs./Week	24.8798	25.6261	26.3949	27.1868
		35 hours	45,281	46,640	48,039	49,480
		37.5 hours	48,516	49,971	51,470	53,014
		40 hours	51,750	53,302	54,901	56,548
	Step G	Hrs./Week	25.5797	26.3471	27.1376	27.9517
		35 hours	46,555	47,952	49,390	50,872
		37.5 hours	49,881	51,377	52,918	54,506
		40 hours	53,206	54,802	56,446	58,139

Chief Clerk
 Customer Service Specialist
 Equipment Mechanic
 Head Cashier
 Index Clerk
 Permit Clerk
 Program Coordinator—Youth Service Bureau
 Program Coordinator—Div of Social Services
 Telecommunicator
 Traffic Mtce Worker/Equip Mechanic

Annual Rate Increase			<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-10	Step A	Hrs./Week	23.0740	23.7662	24.4792	25.2136
		35 hours	41,995	43,255	44,552	45,889
		37.5 hours	44,994	46,344	47,734	49,167
		40 hours	47,994	49,434	50,917	52,444
	Step B	Hrs./Week	23.7232	24.4349	25.1679	25.9230
		35 hours	43,176	44,472	45,806	47,180
		37.5 hours	46,260	47,648	49,077	50,550
		40 hours	49,344	50,825	52,349	53,920
	Step C	Hrs./Week	24.3906	25.1224	25.8760	26.6523
		35 hours	44,391	45,723	47,094	48,507
		37.5 hours	47,562	48,989	50,458	51,972
		40 hours	50,733	52,255	53,822	55,437
	Step D	Hrs./Week	25.0769	25.8292	26.6041	27.4022
		35 hours	45,640	47,009	48,419	49,872
		37.5 hours	48,900	50,367	51,878	53,434
		40 hours	52,160	53,725	55,336	56,997
	Step E	Hrs./Week	25.7824	26.5559	27.3526	28.1731
		35 hours	46,924	48,332	49,782	51,275
		37.5 hours	50,276	51,784	53,338	54,938
		40 hours	53,627	55,236	56,893	58,600
	Step F	Hrs./Week	26.5078	27.3030	28.1221	28.9658
		35 hours	48,244	49,692	51,182	52,718
		37.5 hours	51,690	53,241	54,838	56,483
		40 hours	55,136	56,790	58,494	60,249
	Step G	Hrs./Week	27.2536	28.0712	28.9133	29.7807
		35 hours	49,602	51,090	52,622	54,201
		37.5 hours	53,145	54,739	56,381	58,072
		40 hours	56,687	58,388	60,140	61,944

Customer Service Specialist/WPCA	Instrumentation Tech (WPCA) 40 hrs/week
Delinquent Account Processor/WPCA	Legal Secretary
Desktop Technician	Nutritionist
Electronic Technician (Civilian)	Outreach Coordinator
Executive Secretary	Recreation Leader
GIS Technician	Research Assistant
Grants Technician	Special Projects Coordinator
Human Resources Assistant	
HRIS (Human Resources Information Systems) Assistant	

Annual Rate Increase			<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V- 11	Step A	Hrs./Week	24.6132	25.3516	26.1121	26.8955
		35 hours	44,796	46,140	47,524	48,950
		37.5 hours	47,996	49,436	50,919	52,446
		40 hours	51,195	52,731	54,313	55,943
	Step B	Hrs./Week	25.3057	26.0649	26.8468	27.6522
		35 hours	46,056	47,438	48,861	50,327
		37.5 hours	49,346	50,826	52,351	53,922
		40 hours	52,636	54,215	55,841	57,517
	Step C	Hrs./Week	26.0177	26.7982	27.6021	28.4302
		35 hours	47,352	48,773	50,236	51,743
		37.5 hours	50,734	52,256	53,824	55,439
		40 hours	54,117	55,740	57,412	59,135
	Step D	Hrs./Week	26.7497	27.5522	28.3787	29.2301
		35 hours	48,684	50,145	51,649	53,199
		37.5 hours	52,162	53,727	55,339	56,999
		40 hours	55,639	57,308	59,028	60,799
	Step E	Hrs./Week	27.5023	28.3273	29.1772	30.0525
		35 hours	50,054	51,556	53,102	54,695
		37.5 hours	53,629	55,238	56,895	58,602
		40 hours	57,205	58,921	60,688	62,509
	Step F	Hrs./Week	28.2760	29.1243	29.9981	30.8980
		35 hours	51,462	53,006	54,596	56,234
		37.5 hours	55,138	56,792	58,496	60,251
		40 hours	58,814	60,579	62,396	64,268
	Step G	Hrs./Week	29.0716	29.9437	30.8420	31.7673
		35 hours	52,910	54,498	56,133	57,817
		37.5 hours	56,690	58,390	60,142	61,946
		40 hours	60,469	62,283	64,151	66,076
Accounting Supervisor			Recreation Supervisor			
Administrative Assistant I			Real Estate Sales Analyst			
Assessment Inspector			Traffic Signal Technician			
Assessment Inspector—Personal Property			Tree Inspector			
Grants Accounts Analyst						
Head Custodian I						
Inspector I						
Mfce Tradesworker II-Carpenter, H.V.AC and Plumber						
Marina Supervisor						
Paralegal						
Public Safety Dispatcher I (40 hrs/wk)						

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-12	Step A	Hrs./Week	26.2864	27.0750	27.8872	28.7238
		35 hours	47,841	49,276	50,755	52,277
		37.5 hours	51,258	52,796	54,380	56,012
		40 hours	54,676	56,316	58,005	59,746
	Step B	Hrs./Week	27.0260	27.8367	28.6718	29.5320
		35 hours	49,187	50,663	52,183	53,748
		37.5 hours	52,701	54,282	55,910	57,587
		40 hours	56,214	57,900	59,637	61,427
	Step C	Hrs./Week	27.7863	28.6199	29.4785	30.3629
		35 hours	50,571	52,088	53,651	55,260
		37.5 hours	54,183	55,809	57,483	59,208
		40 hours	57,796	59,529	61,315	63,155
	Step D	Hrs./Week	28.5681	29.4251	30.3079	31.2171
		35 hours	51,994	53,554	55,160	56,815
		37.5 hours	55,708	57,379	59,100	60,873
		40 hours	59,422	61,204	63,040	64,932
	Step E	Hrs./Week	29.3719	30.2530	31.1606	32.0954
		35 hours	53,457	55,060	56,712	58,414
		37.5 hours	57,275	58,993	60,763	62,586
		40 hours	61,093	62,926	64,814	66,758
	Step F	Hrs./Week	30.1982	31.1042	32.0373	32.9984
		35 hours	54,961	56,610	58,308	60,057
		37.5 hours	58,887	60,653	62,473	64,347
		40 hours	62,812	64,697	66,638	68,637
	Step G	Hrs./Week	31.0479	31.9793	32.9387	33.9268
		35 hours	56,507	58,202	59,948	61,747
		37.5 hours	60,543	62,360	64,230	66,157
		40 hours	64,580	66,517	68,512	70,568

Administrative Assistant—Data Info Systems
Community Resource Facilitator (Unclass-upon vacancy. Create as Class).
Coordinator WIC
Funding Coordinator
Mtce Tradesworker II-Electrician
Program Nutritionist
Senior Planner

Annual Rate Increase			<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V- 13	Step A	Hrs./Week	28.1093	28.9525	29.8211	30.7158
		35 hours	51,159	52,694	54,274	55,903
		37.5 hours	54,813	56,457	58,151	59,896
		40 hours	58,467	60,221	62,028	63,889
	Step B	Hrs./Week	28.9001	29.7671	30.6601	31.5799
		35 hours	52,598	54,176	55,801	57,476
		37.5 hours	56,355	58,046	59,787	61,581
		40 hours	60,112	61,916	63,773	65,686
	Step C	Hrs./Week	29.7132	30.6046	31.5228	32.4684
		35 hours	54,078	55,700	57,371	59,093
		37.5 hours	57,941	59,679	61,469	63,313
		40 hours	61,804	63,658	65,567	67,534
	Step D	Hrs./Week	30.5492	31.4657	32.4097	33.3819
		35 hours	55,600	57,268	58,986	60,755
		37.5 hours	59,571	61,358	63,199	65,095
		40 hours	63,542	65,449	67,412	69,434
	Step E	Hrs./Week	31.4087	32.3510	33.3215	34.3212
		35 hours	57,164	58,879	60,645	62,464
		37.5 hours	61,247	63,084	64,977	66,926
		40 hours	65,330	67,290	69,309	71,388
	Step F	Hrs./Week	32.2924	33.2612	34.2590	35.2868
		35 hours	58,772	60,535	62,351	64,222
		37.5 hours	62,970	64,859	66,805	68,809
		40 hours	67,168	69,183	71,259	73,396
Step G	Hrs./Week	33.2009	34.1970	35.2229	36.2796	
	35 hours	60,426	62,238	64,106	66,029	
	37.5 hours	64,742	66,684	68,685	70,745	
	40 hours	69,058	71,130	73,264	75,462	
Associate Engineer (37.5 hrs/wk)			Land Use Inspector			
Commercial Appraiser			Mechanical Inspector			
Computer Technician			Plumbing Inspector			
Electrical Inspector			Zoning Inspector			
Environmental Analyst						
Grants Coordinator						
Housing Program Specialist						
HVAC Inspector						
Inspector II						
Laboratory Tech/Health,						
Laboratory Tech/WPCA						

Annual Rate Increase			<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-14	Step A	Hrs./Week	30.0926	30.9954	31.9252	32.8830
		35 hours	54,769	56,412	58,104	59,847
		37.5 hours	58,681	60,441	62,254	64,122
		40 hours	62,593	64,470	66,405	68,397
	Step B	Hrs./Week	30.9393	31.8674	32.8235	33.8082
		35 hours	56,309	57,999	59,739	61,531
		37.5 hours	60,332	62,142	64,006	65,926
		40 hours	64,354	66,284	68,273	70,321
	Step C	Hrs./Week	31.8097	32.7640	33.7470	34.7594
		35 hours	57,894	59,631	61,419	63,262
		37.5 hours	62,029	63,890	65,807	67,781
		40 hours	66,164	68,149	70,194	72,299
	Step D	Hrs./Week	32.7047	33.6858	34.6964	35.7373
		35 hours	59,523	61,308	63,147	65,042
		37.5 hours	63,774	65,687	67,658	69,688
		40 hours	68,026	70,067	72,169	74,334
	Step E	Hrs./Week	33.6249	34.6336	35.6726	36.7428
		35 hours	61,197	63,033	64,924	66,872
		37.5 hours	65,568	67,536	69,562	71,648
		40 hours	69,940	72,038	74,199	76,425
	Step F	Hrs./Week	34.5709	35.6080	36.6763	37.7765
		35 hours	62,919	64,807	66,751	68,753
		37.5 hours	67,413	69,436	71,519	73,664
		40 hours	71,907	74,065	76,287	78,575
	Step G	Hrs./Week	35.5435	36.6098	37.7081	38.8394
		35 hours	64,689	66,630	68,629	70,688
		37.5 hours	69,310	71,389	73,531	75,737
		40 hours	73,931	76,148	78,433	80,786

Applications Support Analyst
 GIS Analyst
 Human Services Coordinator
 Income and Expense Analyst
 Media/Technology Communications Specialist (37.5 hrs)
 Public Health Educator
 Public Health Epidemiologist
 School/Family Resources Facilitator (40 hrs)
 Software Technician (40 hrs)
 Web/Internet Specialist

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-15	Step A	Hrs./Week	32.2560	33.2237	34.2204	35.2470
		35 hours	58,706	60,467	62,281	64,150
		37.5 hours	62,899	64,786	66,730	68,732
		40 hours	67,092	69,105	71,178	73,314
	Step B	Hrs./Week	33.1635	34.1584	35.1832	36.2387
		35 hours	60,358	62,168	64,033	65,954
		37.5 hours	64,669	66,609	68,607	70,665
		40 hours	68,980	71,049	73,181	75,376
	Step C	Hrs./Week	34.0966	35.1195	36.1730	37.2582
		35 hours	62,056	63,917	65,835	67,810
		37.5 hours	66,488	68,483	70,537	72,654
		40 hours	70,921	73,048	75,240	77,497
	Step D	Hrs./Week	35.0559	36.1075	37.1908	38.3065
		35 hours	63,802	65,716	67,687	69,718
		37.5 hours	68,359	70,410	72,522	74,698
		40 hours	72,916	75,104	77,357	79,677
	Step E	Hrs./Week	36.0422	37.1234	38.2371	39.3842
		35 hours	65,597	67,565	69,592	71,679
		37.5 hours	70,282	72,391	74,562	76,799
		40 hours	74,968	77,217	79,533	81,919
	Step F	Hrs./Week	37.0562	38.1679	39.3129	40.4923
		35 hours	67,442	69,466	71,550	73,696
		37.5 hours	72,260	74,427	76,660	78,960
		40 hours	77,077	79,389	81,771	84,224
	Step G	Hrs./Week	38.0988	39.2417	40.4190	41.6316
		35 hours	69,340	71,420	73,563	75,769
		37.5 hours	74,293	76,521	78,817	81,182
		40 hours	79,245	81,623	84,072	86,594

Asst. Superintendent of Recreation
Housing Construction Specialist
Permit Compliance Officer (37.5 hrs)
Traffic Signal Supervisor

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-16	Step A	Hrs./Week	34.6186	35.6572	36.7269	37.8287
		35 hours	63,006	64,896	66,843	68,848
		37.5 hours	67,506	69,531	71,617	73,766
		40 hours	72,007	74,167	76,392	78,684
	Step B	Hrs./Week	35.5926	36.6604	37.7602	38.8930
		35 hours	64,779	66,722	68,724	70,785
		37.5 hours	69,406	71,488	73,632	75,841
		40 hours	74,033	76,254	78,541	80,897
	Step C	Hrs./Week	36.5940	37.6918	38.8226	39.9872
		35 hours	66,601	68,599	70,657	72,777
		37.5 hours	71,358	73,499	75,704	77,975
		40 hours	76,116	78,399	80,751	83,173
	Step D	Hrs./Week	37.6236	38.7523	39.9148	41.1123
		35 hours	68,475	70,529	72,645	74,824
		37.5 hours	73,366	75,567	77,834	80,169
		40 hours	78,257	80,605	83,023	85,514
	Step E	Hrs./Week	38.6821	39.8426	41.0378	42.2690
		35 hours	70,401	72,513	74,689	76,930
		37.5 hours	75,430	77,693	80,024	82,425
		40 hours	80,459	82,873	85,359	87,919
	Step F	Hrs./Week	39.7704	40.9635	42.1924	43.4582
		35 hours	72,382	74,554	76,790	79,094
		37.5 hours	77,552	79,879	82,275	84,744
		40 hours	82,722	85,204	87,760	90,393
	Step G	Hrs./Week	40.8894	42.1160	43.3795	44.6809
		35 hours	74,419	76,651	78,951	81,319
		37.5 hours	79,734	82,126	84,590	87,128
		40 hours	85,050	87,601	90,229	92,936

Building Systems Engineer
Environmental Planner
GIS Coordinator
Staff Engineer

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-17	Step A	Hrs./Week	37.1972	38.3132	39.4626	40.6464
		35 hours	67,699	69,730	71,822	73,977
		37.5 hours	72,535	74,711	76,952	79,261
		40 hours	77,370	79,691	82,082	84,545
	Step B	Hrs./Week	38.2438	39.3911	40.5728	41.7900
		35 hours	69,604	71,692	73,843	76,058
		37.5 hours	74,575	76,813	79,117	81,491
		40 hours	79,547	81,933	84,392	86,923
	Step C	Hrs./Week	39.3198	40.4994	41.7144	42.9658
		35 hours	71,562	73,709	75,920	78,198
		37.5 hours	76,674	78,974	81,343	83,783
		40 hours	81,785	84,239	86,766	89,369
	Step D	Hrs./Week	40.4260	41.6388	42.8880	44.1746
		35 hours	73,575	75,783	78,056	80,398
		37.5 hours	78,831	81,196	83,632	86,141
		40 hours	84,086	86,609	89,207	91,883
	Step E	Hrs./Week	41.5634	42.8103	44.0946	45.4175
		35 hours	75,645	77,915	80,252	82,660
		37.5 hours	81,049	83,480	85,985	88,564
		40 hours	86,452	89,045	91,717	94,468
	Step F	Hrs./Week	42.7328	44.0148	45.3352	46.6953
		35 hours	77,774	80,107	82,510	84,985
		37.5 hours	83,329	85,829	88,404	91,056
		40 hours	88,884	91,551	94,297	97,126
	Step G	Hrs./Week	43.9351	45.2532	46.6108	48.0091
		35 hours	79,962	82,361	84,832	87,377
		37.5 hours	85,673	88,244	90,891	93,618
		40 hours	91,385	94,127	96,950	99,859

Construction Manager
 Housing Development Manager
 HRIS Coordinator
 Inspector III
 Manager of Student Information Systems (Unclass-upon vacancy—create as Class.)
 Research Analyst (Unclass—upon vacancy—create as Class.)

		Annual Rate Increase	<u>FY</u> <u>05/06</u>	<u>FY</u> <u>06/07</u>	<u>FY</u> <u>07/08</u>	<u>FY</u> <u>08/09</u>
V-18	Step A	Hrs./Week	40.0166	41.2171	42.4536	43.7273
		35 hours	72,830	75,015	77,266	79,584
		37.5 hours	78,032	80,373	82,785	85,268
		40 hours	83,235	85,732	88,304	90,953
	Step B	Hrs./Week	41.1425	42.3768	43.6481	44.9575
		35 hours	74,879	77,126	79,439	81,823
		37.5 hours	80,228	82,635	85,114	87,667
		40 hours	85,576	88,144	90,788	93,512
	Step C	Hrs./Week	42.3000	43.5690	44.8761	46.2224
		35 hours	76,986	79,296	81,675	84,125
		37.5 hours	82,485	84,960	87,508	90,134
		40 hours	87,984	90,624	93,342	96,143
	Step D	Hrs./Week	43.4902	44.7949	46.1387	47.5229
		35 hours	79,152	81,527	83,972	86,492
		37.5 hours	84,806	87,350	89,970	92,670
		40 hours	90,460	93,173	95,969	98,848
	Step E	Hrs./Week	44.7137	46.0552	47.4368	48.8599
		35 hours	81,379	83,820	86,335	88,925
		37.5 hours	87,192	89,808	92,502	95,277
		40 hours	93,005	95,795	98,669	101,629
	Step F	Hrs./Week	45.9718	47.3509	48.7715	50.2346
		35 hours	83,669	86,179	88,764	91,427
		37.5 hours	89,645	92,334	95,104	97,957
		40 hours	95,621	98,490	101,445	104,488
	Step G	Hrs./Week	47.2652	48.6831	50.1436	51.6479
		35 hours	86,023	88,603	91,261	93,999
		37.5 hours	92,167	94,932	97,780	100,713
		40 hours	98,312	101,261	104,299	107,428

Computer Aided Applications (CAA) Design Engineer
Design Engineer

APPENDIX C

SEASONAL EMPLOYEE SUPPLEMENTAL AGREEMENT

The following agreement has been reached between the City of Stamford (hereinafter the "City") and Local #2377 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers Union-UAW (hereinafter "the Union"):

- i. All terms and conditions of the 11/9/93 Supplemental Agreement will remain as stated, except as outlined herein.
- ii. Slotting: Lifeguards recalled by the City, to a position identified in the Supplemental Agreement, who satisfactorily completed their prior years seasonal work assignment and were placed on lay-off per the agreement, will be slotted on the pay grid below. Effective and retroactive to January 1, 1999, employees will be slotted such that employee will receive a minimum fifty cent (\$.50) per hour increase over their wage rate for the previous year. Employees will then advance one step on the pay grid, per season they are recalled until they reach top step.
- iii. Slotting: Seasonal maintenance workers recalled from the last season, who satisfactorily completed their prior years seasonal work assignment and were placed on lay-off per the agreement, will be slotted on the pay grid below. Effective and retroactive to January 1, 1999, employees will be slotted such that employee will receive a minimum fifty cent (\$.50) per hour increase over their wage rate for the previous year. Employees will then advance one step on the pay grid, per season they are recalled until they reach top step.
- iv. Retroactive Lump-Sum Payments: Seasonal employees who worked in 1999 and who worked in excess of four hundred and twenty-five (425) hours during the calendar year 1998 will receive a one-time, lump-sum, payment of One Hundred Dollars (\$100.00), while those who worked in excess of eight hundred (800) such hours will receive a one-time, lump-sum, payment of Two Hundred Dollars (\$200.00). In addition, all seasonals who completed the 1999 season shall receive a lump-sum reflecting the difference between their current wages, and their 1999 wages as set forth in this agreement. Retroactive payments shall be made within ninety (90) days of the ratification of this agreement.
- v. The wage rates for the covered positions will be as follows:

	<u>Lifeguard</u>	<u>Maintenance Worker</u>
1 st year	\$ 8.00/hr.	\$ 8.00/hr.
2 nd year	\$ 9.50/hr.	\$ 9.00/hr.
3 rd year	\$11.25/hr.	\$10.00/hr.

Effective January 1, 2002, maintenance worker seasonal rates will be:

1 st year	\$ 9.00
2 nd year	\$10.00
3 rd year	\$11.00

Effective for the 2002 summer season, lifeguard rates will be:

1 st year	\$ 9.00
2 nd year	\$10.25
3 rd year	\$12.00

These wage rates are not subject to the annual general wage increases negotiated for full-time employees.

No individual covered by this agreement shall receive an hourly rate in excess of the top step listed above.

- vi. New seasonal employees will be placed at the "First Year" rate in the respective classification. However, the City may, in its discretion, hire new lifeguards above the starting rate at any level within the range depending on qualifications and experience, with the approval of the Director of Human Resources.
- vii. Each seasonal employee shall be told at the end of each season whether or not he or she is eligible for recall. Eligibility for recall shall be determined based on satisfactory performance and attendance during the season. It is understood that salary increases for all seasonals shall be limited to these step increments.
- viii. The City may assign Seasonal Maintenance Workers to special details based upon their unique qualifications. When assigning overtime department management will make every effort practical, without adversely affecting normal park operations, to assign and distribute overtime equitably (based on hours) among individuals within the job groups. However, overtime specialty assignments will be among those possessing the skills and ability for the assignment.
- ix. The City may, notwithstanding any agreement to the contrary, create flexible work schedules for employees covered by this agreement. The City agrees to inform the union of these changes in work schedules in advance.

APPENDIX D
CERF RETIREMENT FUND ADJUSTMENT

This Agreement, CITY OF STAMFORD CLASSIFIED EMPLOYEES RETIREMENT FUND ADJUSTMENT, dated January 4, 2000, is entered into in accordance with the provisions of Article IX, Section 5(K), of the July 1, 1998 - June 30, 2001 Collective Bargaining Agreement between the CITY OF STAMFORD and LOCAL 2377 OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW.

Effective January 1, 2000, all active members who thereafter retire (Member) shall be eligible to receive the following benefits:

- 1.** An adjustment, based upon the plan's "Average Annual Return" as defined herein, in pension benefits payable to each Member, commencing January 1, 2003, retroactive to July 1, 2002, who has attained age 62 and has received or has been credited with at least twelve monthly pension payments prior to July 1, 2002.
- 2.** Thereafter on January 1 of each third year (effective date), retroactive to the prior July 1, the pension benefit payable to each member who has attained age 62 and has received or has been credited with at least twelve monthly pension payments prior to said July 1 of each third year (Eligible Member) shall be adjusted.
- 3.** The adjustment shall be based upon the average annual investment return (Average Annual Return) earned by the City of Stamford Classified Employees Retirement Fund for the 36 month period ending on July 1, six months prior to the Effective Date of the adjustment. The Average Annual Return shall be determined by the Plan's Trustee using the dollar weighted rate-of-return methodology. The Average Annual Return shall be determined as the geometric average of the annual return of each of the three years.
- 4.** An adjustment account will be established as of July 1, 1999 with a zero balance. Beginning July 1, 2002, and on July 1 of each third year thereafter, the adjustment account balance will be re-determined as follows:
 - a.** The adjustment account balance will equal the adjustment account balance as of the July 1 three years prior plus Item b(1)(c) less Item b(ii)(c) plus Item C minus Item d.
 - b.** The adjustment account will be credited or debited for investment performance, as follows:
 - 1.** If the average Annual Return is greater than 10%, the adjustment account will be credited as follows:
 - i.** Subtract 10% from the Average Annual Return.

- ii. Multiply the result in item (i) by 50%.
 - iii. Multiply the result in item (ii) by the pension benefit obligation for each Member receiving or who is credited with monthly pension payments as of the July 1 six months prior to the Effective Date.
- 2. If the Average Annual Return is less than 6%, the adjustment account will be debited as follows:
 - i. Subtract the Average Annual Return from 6%.
 - ii. Multiply the result of item (i) by 50%.
 - iii. Multiply the result in item (ii) by the pension benefit obligation for each Member receiving or who is credited with monthly pension payments as of the July 1 six months prior to the Effective Date.
- 3. If the Average Annual Return is greater than or equal to 6% and less than or equal to 10% no credit or debit will be made to the adjustment account.
- c. The adjustment account will be credited with the Average Annual return for each of the prior three years.
- d. The adjustment account will be debited for adjusted pension payments (including interest at the Average Annual Return Rate) paid during the prior three years.
- 5. The percentage increase equals Item (a) less Item (b) divided by Item (c).
 - a. The adjustment account balance as of the July six months prior to the Effective Date of the adjustment.
 - b. The pension benefit obligation as of such July 1 for prior year adjustments of all Eligible Members.
- 6. The pension adjustment will be the percentage increase multiplied by the amount currently being paid to Eligible Members subject to the following limitations:
 - a. If the percentage increase is greater than 4%, the percentage increase will be limited to 4%. Any excess adjustment account credit from Item 4(b)(1)(iii) will remain in the adjustment account.
 - b. If the percentage increase is negative, no adjustment will be made. Any excess adjustment account debit from Item 4(b)(1)(iii) will remain in the adjustment account.

7. The pension benefit obligation will be determined by the plan's actuary in accordance with actuarial assumptions with respect to interest and mortality as used in the most recent actuarial valuation report. Pension benefit obligation will have the meaning as such time is defined in Government Accounting Standards Board Statement No. 5.
8. The adjustments referred to above shall be fully applicable to the eligible survivors of deceased Members as of the Effective Date such Member became or would have become an Eligible Member.

C. A copy of this written agreement will be filed with the Plan Trustees (Amendment and Declaration of Trust dated June 16, 1971). The Trustees shall formulate, adopt and promulgate in good faith investment plans, programs and decisions, in accordance with the Declaration of Trust provisions which in their opinion are desirable to facilitate the administration of the Plan consistent with the intent and provisions of this agreement.

D. This agreement, CITY OF STAMFORD CLASSIFIED EMPLOYEES RETIREMENT FUND ADJUSTMENT, dated January 4, 2000, shall be incorporated into the parties' Collective Bargaining Agreement, as amended.

Included in Appendix D is an example illustrating calculations for earned Classified Employees pension adjustments.

E. Notwithstanding anything contained herein to the contrary, it is specifically agreed by the parties that nothing contained herein shall prevent any increase to current retiree benefits based upon any voluntary negotiations and agreement of the parties or by operation of law.

First Adjustment

Plan Assets:	\$70,000
Pension Benefit Obligation:	70,000.00 = 63,000,000 active divided by pre-99 retirees 7,000,000 retired on or after 1/1/99 1,750,000 over age 62 & retired 12 mos.
Average annual return	12%
Adjustment account credit	1% x 7,000,000 = 70,000
Adjustment account	0 divided by 70,000 = 70,000
Pension adjustment	70,000/1,750,000 = 4%

Second Adjustment

Plan assets:	\$78,000,000
PBO:	75,000,000 = 67,000,000 active divided by pre-99 retirees 8,000,000 retired on or after 1/1/99

Average annual return	2,000,000 over age 62 & retired 12 mos. 14%
Adjustment account credit	2% x 8,000,000 = 160,000
Adjustment account	70,000 - 7,000 divided by 9,300 divided by 160,000 = 232,300 (prior year balance - benefits paid divided by investment return divided by credit)
PBC for prior adjustments	68,300
Pension adjustment	(232,300 - 68,300)/2,000,000 = 8.2% 4% cap applicable

Third Adjustment

Plan assets	\$78,000,000
PBC	80,000,000 = 70,000,000 active divided by pre-99 retirees 10,000,000 retired on or after 1/1/99 2,500,000 over 65 retired 12 mos.
Average annual return	4%
Adjustment account	-1% x 10,000,000 = 100,000
Adjustment account	232,300 - 14,800 divided by 9,000 - 100,000 = 126,000
PBO for prior adjustments	144,600
Pension Adjustments	(126,500 - 144,600)/2,500,00 = less than 0% 0% applicable

APPENDIX E

Settlement Agreement

Telecommunicators/Public Safety Dispatchers
(E-911 Communication Center & Police Clerk Matron)

The parties to this agreement, the City of Stamford (hereinafter referred to as the "City") and the Stamford Municipal Employees Union (hereinafter referred to as the "Union"), do hereby agree as follows with respect to all outstanding issues and negotiations at the Department of Emergency Communications (hereinafter referred to as the "Department" or "911"). This Agreement should be read in conjunction with the Settlement Agreement titled "Public Safety Dispatchers" signed April 23, 1997:

1. The City and Department will begin the process of training Telecommunicators (TC) to become Public Safety Dispatchers (PSD), as soon as possible.
2. Those TCs interested in becoming PSDs will be given a one-time opportunity to sign-up on the posted list no later than May 2, 1997. TCs failing to sign up by that date will be required to go through the Civil Service testing procedure in the future should they want to become a PSD. Employees currently performing work as TCs, who sign the list, will be given the opportunity to begin training to become PSDs. Those current TCs not interested in becoming PSDs will retain their positions as TCs. However, the parties understand and agree that the position of Telecommunicator will cease to exist upon all incumbents vacating the positions, leaving Public Safety Dispatcher (Grade S-09) as the only remaining classification.
3. The senior TC on each shift, who signs up to become a PSD, will be selected first for training. Upon completion of the training program, the next senior TC on the shift will be selected for the training, and so on until all TCs on each shift have been trained. A TC will be deemed to have completed PSD training upon the approval of the Director, who shall consult with the supervisor(s).
4. When a TC is selected to begin training, he/she will be paid as a "PSD in-training", at the rate of \$15.21/hr. The City will have the flexibility to change the schedules of "PSDs in-training", provided the individual is given five (5) days notice of the change. In maintaining its management prerogatives, the City will also have the flexibility to temporarily detail a PSD, provided the individual being detailed is given five (5) days notice of the change.
5. Upon successful completion of training, as deemed by the Director, the "PSD in-training" will advance to Grade S/V-11(A) - Public Safety Dispatcher. All new PSDs under this agreement must serve a probationary period of six (6) months. During this time, the Director, after consulting with the supervisor(s), can return an individual to their former TC position and pay, should the individual fail to meet job performance expectations, and such decision will not be subject to the grievance and arbitration procedure under the contract.

6. During the training period, the City reserves the right to use a "PSD in-training" as a back-up dispatcher, provided the individual is capable of performing the duties, as determined by the Director, who shall consult with the supervisor(s).
7. The City will begin writing Rules and Regulations specific to the Communication Center. Prior to implementation, the City will meet and consult with the Union on these Rules and Regulations.
8. The parties agree that lunch breaks are mandatory and must be taken. However, in the event relief is not available and an employee is ordered to remain at the console, and not permitted to take a lunch break, he/she will be paid for the lunch at the appropriate overtime rate.
9. The parties agree to the following change to Article XXV, Section D: Employees involuntarily and voluntarily placed on the 11:00 p.m. to 7:00 a.m. shift shall not be required to remain on that shift more than three (3) months in any twelve (12) month period. At the end of the three (3) months the involuntarily or voluntarily transferred employee shall revert to rotating shifts of 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. and follow the provisions for these shifts as provided in this Article. An individual may volunteer to remain on the 11:00 p.m. to 7:00 a.m. shift for an additional three (3) months.

(x) Harold C. Westerfield
 Cal Westerfield,
 Director of Communications

(x) William J. Krynitzky
 William J. Krinitzky, MEA President

-
(x) William C. Stover
 William C. Stover, Labor Relations

(x) Bonnie Adams
 Bonnie Stunkel Adams,
 MEA Grievance Committee

Settlement Agreement
Public Safety Dispatchers
(E-911 Communication Center & Police Clerk Matron)

The parties to this agreement, the City of Stamford (hereinafter referred to as the "City") and the Stamford Municipal Employees Union (hereinafter referred to as the "Union"), do hereby agree as follows with respect to all outstanding issues and negotiations at the Department of Emergency Communications (hereinafter referred to as the "Department" or "911"). This Agreement should be read in conjunction with the Settlement Agreement titled "Telecommunicators/Public Safety Dispatchers" signed April 23, 1997:

1. The City and Department will begin the process of training Telecommunicators (TC) to become Public Safety Dispatchers (PSD), as soon as possible.
2. The parties agree to the following with regard to filling overtime vacancies:
 - a. Immediately upon knowledge of a shift vacancy, the Supervisor will begin soliciting volunteers for the overtime by going in order of seniority from the regular off list. Employees will be notified that the shift is for eight (8) hours. Failing to fill the vacancy, using the off list, the Supervisor will solicit a volunteer by seniority from the on-duty PSDs. The shift will be offered to all, by seniority, for eight (8) hours. Failing to find an employee to work the full eight (8) hours, the shift will be offered to employees on the in-coming shift for the full eight (8) hours. If the supervisor is still unable to fill the shift, he/she shall ask all on-duty PSDs, by seniority, to fill the shift for four (4) hours. Should the shift be filled for the beginning four (4) hours, the Supervisor will begin calling employees scheduled to come in for the next shift, offering the remaining four (4) hours to those employees in order of seniority.
 - b. In the event no employee is found to fill the vacancy, an employee on-duty will be held over to cover the shift, on a rotational basis beginning with the least senior employee. During the time of the hold over, the Supervisor will continue to seek an employee to cover the remainder of the shift.
 - c. It shall be the discretion of the Supervisor to fill or not fill the shift, in whole or part, at any time during the shift. Provided, an employee volunteering to work the shift shall not receive less than four (4) hours pay.
3. In recognition of this Agreement, the Union agrees to withdraw all pending 911 grievances, with the exception of MEA Case # 97030051. The parties agree to the attached appendices in settlement of the two (2) disciplinary grievances.
4. The City will begin writing Rules and Regulations specific to the Communication Center. Prior to implementation, the City will meet and consult with the Union on these Rules and Regulations.
5. The parties agree that this Agreement is entered into without precedent on the disciplinary matters and will not be raised in any future case.

6. The parties agree that lunch breaks are mandatory and must be taken. However, in the event relief is not available and an employee is ordered to remain at the console, and not permitted to take a lunch break, he/she will be paid for the lunch at the appropriate overtime rate.

7. The parties agree to the following change to Article XXV, Section D: Employees involuntarily and voluntarily placed on the 11:00 p.m. to 7:00 a.m. shift shall not be required to remain on that shift more than three (3) months in any twelve (12) month period. At the end of the three (3) months the involuntarily or voluntarily transferred employee shall revert to rotating shifts of 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. and follow the provisions for these shifts as provided in this Article. An individual may volunteer to remain on the 11:00 p.m. to 7:00 a.m. shift for an additional three (3) months.

(x) Harold C. Westerfield
Cal Westerfield,
Director of Communications

(x) William Krinitzky
William J. Krinitzky, MEA President

(x) William C. Stover
William C. Stover, Labor Relations

(x) Bonnie Adams
Bonnie Stunkel Adams,
MEA Grievance Committee

Memorandum of Agreement

The City of Stamford (hereinafter the "City") and the Stamford Municipal Employee's Association (hereinafter the "Union") hereby agree as follows:

1. Employees currently holding the classification of Public Safety Dispatcher (PSD) will be listed in order of seniority.
2. Employees currently holding the classification of Telecommunicator (TC) will be listed in order of seniority.
3. The two (2) lists outlined above will be combined for the purposes of creating a PSD seniority list. The current PSDs will be listed in order of seniority, followed by the list of TCs. All new hires into the classification of PSD will be slotted, in order of hire date, below the TCs.
4. All tie breakers with respect to employees with the same date of hire will be settled by comparing the employee's test scores on the entry level examination. The employee with the highest score will have seniority over the next highest scoring employee and so on.
5. Effective July 1, 1997, all TCs who signed up for training to become PSDs, will begin receiving the "PSD in-training" rate outlined in Section 4 of the *Settlement Agreement - Telecommunicators/Public Safety Dispatchers*, dated April 23, 1997.
6. In the event a "PSD in-training" does not become certified as a PSD, in accordance with the April 23, 1997 Settlement Agreement outline above, the "PSD in-training" will retreat to their former Telecommunicator classification and pay rate.
7. In the event a lay-off becomes necessary, PSDs who previously held the position of TC will be able to retreat to that position provided there is an occupied position and the employee retreating has greater seniority than the Telecommunicator occupying the position.
8. The parties agree that in the event an error is made with respect to overtime assignment, the maximum remedy in such cases will be limited to the total number of hours the employee in question actually worked.
9. Except as modified by this agreement, the provisions set forth in the two (2) settlement agreements, reached on April 23, 1997 entitled *Settlement Agreement - Public Safety Dispatcher* and Settlement Agreement - Telecommunicator/Public Safety Dispatchers, will remain in full force and effect.

(x) William C. Stover
William C. Stover
Office of Labor Relations

(x) Bill Krynitzky
William Krynitzky
President, SMEA

(x) Bonnie Stunkel Adams
Bonnie Stunkel Adams
SMEA Grievance Committee

Dated: 6/12/97

Memorandum of Understanding

The parties to this agreement, the City of Stamford (hereinafter the "City") and the Stamford Municipal Employees Association (hereinafter the "Union") hereby agree as follows with respect to E-911 Communications:

1. A "PSD in-training" will be required to undergo training to become a PSD. The order of training shall be the individual will be signed off first as certified in Police Dispatching (which will involve both Backup and Main). Once an individual is signed off in Police, they will undergo training in Fire Dispatching. Upon certification in Fire Dispatch, a "PSD in-training" will have completed all training requirements and will be upgraded to a PSD, in accordance with the April 23, 1997 agreement.
2. More than one (1) "PSD in-training" may be trained at one time, provided that the first "PSD in-training" must have been certified in Police Dispatch, and moved onto Fire Dispatch, before the second PSD can begin Police Dispatch training.
3. A "PSD in-training" that is certified in Police Dispatch is eligible to be ordered to work mandatory overtime, in the same manner as any PSD, provided he/she will be serving in the capacity as a Police Dispatcher (i.e. no Fire Dispatch).
4. In order to be fair to all "PSDs in-training", it is agreed to by all parties that, retroactive to April 23, 1997, as "PSDs in-training" are certified in Fire Dispatch, thereby completing the training, they will be placed on a list, in order of final certification on a list. When a vacancy exists on the midnight shift, the individuals on the list, in the order they were certified, will be required to work their tour of the midnight shift. The purpose of this is that all newly certified PSDs will work the midnight shift. Upon working his/her tour on midnight, the individual will be slotted appropriately on the seniority list.
5. The City, in reaching this agreement, is in no way waiving its rights that it has the sole and exclusive right to decide training issues, and the manner in which training is conducted. The City, in agreeing to items #1 and #2 above, are setting "guidelines" for training, after meeting with PSD trainers and soliciting their input on training matters.

(x) William C. Stover

(x) Bonnie Stunkel Adams

William C. Stover
Labor Relations

Bonnie Stunkel Adams
Grievance Committee Chair

12-9-97
Date

12-9-97
Date

LETTER OF UNDERSTANDING

The City of Stamford and the Stamford Municipal Employees Association agree to the following regarding the position of Office Support Specialist (See Attached Job Description):

1. The Office Support Specialist, the new entry level clerical position, will be posted as open competitive test. However, the parties agree that the examination fee will be waived for all current employees who meet the minimum qualifications requirements.
2. The City will maintain only one eligible list for this examination, an open competitive eligible list.
3. Current Clerk Typists I and II's who pass the exam will be automatically upgraded to Office Support Specialist provided departmental funding is available.
4. Account Clerk I's who pass the exam will be placed on the open competitive list and will be certified for appointment in accordance with the classified Service Rules.
5. Any current regular employee who passes the examination and becomes an Office Support Specialist will have their seniority date be their original date of hire.

FOR THE CITY OF STAMFORD

FOR THE SMEA

(x) H. James Haselkamp, Jr
H. James Haselkamp, Jr.
Director of L.R.

(x) William Krynitzky
William Krynitzky
President, SMEA

Date: 6-13-97

Date: 6-13-97

Settlement Agreement

The parties to this agreement, the City of Stamford (hereinafter the "City") and the Stamford Municipal Employee's Association (hereinafter the "Union"), hereby agree as follows, in clarification of the agreement signed 6-13-97 with respect to the position of Office Support Specialist (OSS):

1. Any employee successfully passing the examination for OSS will be slotted on the OSS salary schedule at the same step they held in their prior classification, subject to the provisions of the 6-13-97 agreement. For example, a Clerk-Typist II at salary grade step S-06(C), who passes the OSS examination, will be slotted at salary grade step S-07(C). A Clerk-Typist II at step S-06(B) will be slotted at S-07(B) after passing the examination.

(x) H. J. Haselkamp, Jr. _____
H. James Haselkamp, Jr.
Director of Human Resources

(x) William Krynitzky _____
William Krynitzky, President
Municipal Employees Association

Date: 8/13/97

Date: 8/13/97

Memorandum of Understanding

The parties to this agreement, the City of Stamford (hereinafter the "City"), and the Stamford Municipal Employee's Association (hereinafter the "Union"), hereby agree as follows with respect to the test for Office Support Specialist and employees currently occupying the classification of Secretary:

1. Within six (6) months of completing the initial examination for Office Support Specialist (OSS), the City will conduct a second round of testing for employees currently in the position of Secretary.
2. Any employee currently occupying the position of Secretary who takes and passes the examination for OSS will be re-classified to the position of OSS and have his/her seniority in the position become their date of hire. It is understood that this re-classification will result in no additional compensation for secretaries.
3. The provisions of this agreement should be read in conjunction with all other OSS related agreements and memorandums between the Union and the City.

SIGNED THIS THE 22nd DAY OF SEPTEMBER, 1997.

(x) W. C. Stover
William C. Stover
Department of Human Resources

(x) William Krynitzky
William Krynitzky, President
SMEA

Memorandum of Agreement

WHEREAS the City of Stamford (hereinafter the "City") and Local #2377 of the International Union, United Automobile, Automobile Agricultural Implement Workers Union-UAW (hereinafter the "Union") hereby agree as follows:

1. Any employee currently in the classification of Secretary is eligible to transfer to a vacancy in the classification of Office Support Specialist (OSS). To be eligible, employees must submit a transfer request form, and if selected by the appointing authority and released by their current department, and may transfer to the position, in accordance with the Classified Service Rules of the City.
2. Any Secretary who is selected for transfer to an OSS vacancy must pass the OSS examination within one (1) year of their transfer. Failure on the employees part to successfully pass the examination will result in his/her separation from employment and such separation will not be subject to the grievance and arbitration provisions of the collective bargaining agreement. In the event there are extenuating circumstances whereby the individual has been absent for a period of time and does not have a full year to pass the examination, the City will extend the deadline by an equal period of time.
3. In accordance with the prior OSS agreement, any Secretary who successfully passes the OSS examination will have his/her seniority date in the classification of OSS changed to his/her date of hire with the City.
4. The parties agree that this Memorandum of Understanding is not intended to change any of the previous agreements relating to the OSS classification except as specifically provided for herein.

Dated: December 17, 1998

(x) W. C. Stover

William C. Stover
Asst. Director of Human Resources

(x) David Exline

David Exline
President, UAW Local #2377

MEMORANDUM OF UNDERSTANDING

The City of Stamford and the United Auto Workers Local #2377 agree to the following clarification regarding salary adjustments for employees appointed to a position in a higher salary grade:

1. The parties agree that permanent employees, defined as non-probationary employees in a classified position in the bargaining unit, shall be entitled to the contractual salary adjustment (Article XI, Section G) irrespective of the type of certified eligible list involved, upon appointment from a classified position in the bargaining unit to another classified position in the bargaining unit in a higher salary grade.
2. This agreement is only intended to clarify the issue of salary adjustments upon appointment to a classified bargaining unit position in a higher salary grade and is not intended to make any substantive change beyond that issue.
3. This clarification will apply prospectively but will include the recent appointment involving the Grants Coordinator.

(x) W. C. Stover
William C. Stover
City of Stamford

(x) David Exline
David Exline
UAW

Dated: 1-29-99

Dated: 1-29-99

SUPPLEMENTAL AGREEMENT
CITY OF STAMFORD, STAMFORD, CT
AND
MUNICIPAL EMPLOYEES ASSOCIATION OF STAMFORD

This Agreement is a supplement to the existing Collective Bargaining Agreement between the City of Stamford and the United Auto Workers Local 237, and sets forth the terms and conditions of employment for certain positions within the Parks & Recreation Department of the City for "Seasonal" personnel when they are hired. This agreement shall cover the classifications of work referred to in Article I, Recognition of the existing Collective Bargaining Agreement, that have been traditionally designated as "Seasonal." Specifically:

- Lifeguard
- Building Attendant
- Park Maintenance Worker
 - Utility
 - Park Maintenance I & II
 - Laborer I & II

"Seasonal" personnel employed full or part-time (less than 20 hrs./wk.) for a period of less than one hundred twenty (120) calendar days in a calendar year will not be covered by this Supplemental Agreement (Municipal Employee Relations Act Section 7-467 (2) and (3)).

It is recognized and agreed by the parties that it is the nature of work in the Parks and Recreation Department, as well as the desire of individuals to continue to be scheduled for employment on a seasonal basis, consistent with tradition and past practice, for periods in excess of one hundred twenty (120) days in a calendar year, but for less than twelve months in a calendar year (vs. the work schedules for permanent part-time and regular full time personnel); Therefore, the following terms and conditions of employment are established.

Parks & Recreation Department "Seasonal" personnel (Park Seasonal) may be hired for up to the following periods of time within a calendar year:

- Lifeguard - 12 months
- Park Maintenance - April 1st to October 15th
- Building Attendant - March 1st to December 1st

The Union will be promptly notified, in writing by the Personnel Department of the names, classifications of work, and date of hire of such individuals. Similar notice will be provided at the time of such individual's layoff for lack of work; layoff at the end of the seasonal period; termination, discharge or removal from the payroll for other reasons.

Park Seasonal individuals covered by this Supplemental Agreement will also be covered by Article II and Article XIII of the existing Collective Bargaining Agreement between the City of Stamford and the Municipal Employees Association.

Park Seasonal personnel will have a thirty-day probationary period and will accumulate seniority from date of hire. Layoffs will be made in reverse order of seniority within the individual's classification of work.

Park Seasonal personnel will be recalled as needed to work for the following year's seasonal work schedules in order of seniority by classification. Individuals will maintain recall rights as long as their seniority exceeds the time off the payroll due to layoff.

Park Seasonal personnel actively on the payroll on the effective date of this Agreement will have a seniority date commencing on July 1, 1993 unless the individual's initial date of hire as Seasonal employee for the Parks & Recreation Department is after such date; in which case seniority will commence with date of hire. Seniority will only be accrued, credited, by an individual when actively on the payroll.

The City will maintain a single seniority list for all Parks and Recreation Department personnel represented by the union (MEA) by classification: Lifeguard, Building Attendant and Park Maintenance Worker job groups: Utility; Park Maintenance I & II and Laborer I & II. Each seniority list will show the relative seniority ranking of individuals. Copies of the seniority list will be provided to the union and will be posted at the park maintenance offices.

Park Seasonal personnel will be given preference over new hires for placement on regular full time classifications of work for which they are fully qualified, covered by Article I of the existing Collective Bargaining Agreement between the City of Stamford and the Stamford Municipal Employees Association (MEA). Layoffs and recall will be based upon seniority by job classification of work. The rates of pay for the Park Seasonals classifications of work covered by this agreement will remain in effect at the current rates as of the effective date of this Supplemental Agreement. Any adjustment in these rates will be negotiated and agreed to by the parties separate and apart from any negotiated general wage increase granted to regular full time and permanent part time employees.

The regularly scheduled days and hours of work for Park Seasonals will remain as currently in effect on a seasonal basis. The Parks and Recreation Department will post and provide the Union with a copy of current work schedules.

Weekend overtime will be assigned by the department management in order of individual seniority as shown on each seniority list for Lifeguard, Building Attendant and Park Maintenance Worker job groups of Utility; Park Maintenance I & II and Laborer I & II.

When assigning overtime department management will make every effort practical, without adversely effecting normal park operations, to assign and distribute overtime equitably (based on hours) among individuals within the various job groups. Within the Park Maintenance group overtime will be distributed within the following four groups:

- Mechanic
- Beach machine/sweeper operations
- Garbage truck/snow mobile operators
- General operations not requiring a specialty qualification

Weekend overtime assignments will be posted on Monday of each week for the following weekend. Individuals will work as assigned unless excused for personal emergencies/needs, i.e., wedding, graduation, medical emergency or death in the family. Management will not unreasonably withhold an individual's request to be excused from overtime for personal emergencies/needs. Requests to be excused must be submitted by Wednesday, 6:00 p.m.

Individual's who decline assigned overtime (non-excused), prior to 6:00 p.m. on Wednesday, will be counted as working and drop to the bottom of the seniority rotation for the following week. Where there is a verified shortage of personnel within job group on a specific day the department management will assign overtime.

This Agreement Supplement will have a duration concurrent with the current UAW Agreement to be modified for a duration commencing July 1, 1993 unless an interim expiration date for this Supplemental Agreement is mutually agreed upon.

This Supplemental Agreement sets forth in full the terms and conditions of employment for Park Seasonal personnel.

Agreed:

(x) William Krynitzky
William Krynitzky, President
Municipal Employees Assoc.

(x) Frank Baldassare
Frank Baldassare (MEA)

(x) Robert Kryger
Robert Kryger (MEA)

Agreed:

(x) C. R. Grebey
C. R. Grebey
City of Stamford

(x) Steve Elkins
Steve Elkins, Parks Director

Dated: November 9, 1993

Settlement Agreement

The City of Stamford (hereinafter the "City") and Local #2377 of the International Union, United Automobile, Aerospace and Agricultural Workers Union-UAW (hereinafter the "Union"), hereby agree as follows:

1. The City agrees to reinstate personal leave time for permanent part-time employees. As such, those permanent part-time employees, who are currently employed by the City, will receive personal leave for both last fiscal year (1998/99) and the current fiscal year (1999/2000) and continuing each year thereafter. The parties agree that all personal leave time must be used by the end of the fiscal year or it is forfeited.
2. The Union agrees to withdraw Case #980804-1.

Dated: 9/20/99

FOR THE CITY OF STAMFORD

FOR UAW LOCAL 2377

(x) W. C. Stover _____
William C. Stover
Asst. Director of Human Resources

(x) David Exline _____
David Exline
President

Supplemental Agreement
Grant Funded Positions

The positions of AIDS Community Educator (1 full time), AIDS Counselor (1 full time), and AIDS Education Outreach Worker (2 full time) are grant-funded, and per Ordinance 602 were originally unclassified. Due to the fact that they have been in existence for more than three years, they have been placed in the Classified Service and are part of the M.E.A. bargaining unit.

The grant pays the entire cost of these positions, including salary and benefits. No City funds are being used to pay for them. In light of this, the salaries for these positions will not be part of the salary plan for the other classifications in the M.E.A. The salaries for the positions will be determined by what is allocated in the grant.

Agreed to this date, 1-15-92.

(x) William Krynitzky
William Krynitzky
President, M.E.A.

(x) Sim Bernstein
Sim Bernstein
Personnel Director

(x) Thomas Barrett
Thomas Barrett
Labor Negotiator

(x) Sergio DeJesus Jr.
Sergio DeJesus Jr.

Memorandum of Agreement

The parties to this Memorandum, the City of Stamford (hereinafter the "City") and Local 2377 of the International Union, United Automobile, Aerospace and Agricultural Workers of America-UAW (hereinafter the "Union"), hereby agree as follows, effective April 1, 2003:

The parties agree that there will be an assignment of lifeguards to "Head Lifeguard". Individuals who are assigned as "Head Lifeguard" will be paid an additional One Dollar and Twenty-Five Cents (\$1.25) per hour over the top step rate for "Lifeguard" for all time worked in the assignment.

The parties further agree that there will be an assignment of lifeguards to "Chief Lifeguard". Individuals who are assigned as "Chief Lifeguard" will be paid Four Dollars (\$4.00) per hour over the top step rate for "Lifeguard" for all time worked in the assignment.

Any lifeguard who is interested in either assignment must submit a letter to the Superintendent of Recreation at the beginning of the season. Assignments will be made from those who submit a letter of interest. Any "Head Lifeguard" or "Chief Lifeguard" who returns in the following season will have preference in the assignment process, provided there were no performance problems. In all cases, the Superintendent of Recreation will have sole discretion in determining the number of "Head Lifeguard" and "Chief Lifeguard" assignments, as well as the individuals assigned to "Head Lifeguard" and "Chief Lifeguard". Attached is a list of duties for the assignments.

Date: _____

FOR THE CITY OF STAMFORD

FOR THE UAW LOCAL 2377

William C. Stover
Director of Human Resources

Gloria Kelley
President

APPENDIX F
CLASSIFICATIONS ELIGIBLE FOR CAR ALLOWANCE

Inspector I, II, and III
Sanitarian II, III
Public Health Educator
Recreation Leaders
Recreation Supervisor
Assistant Superintendent of Recreation
Senior Engineer
Supervisor of Sub-Divisions
Street Opening Inspector
Appraiser and Inspectors
Building and Grounds Tradesworker - Electrician
Heating Inspectors
Electrical Inspectors
Plumbing Inspectors
Community Resources Facilitator
Instructional Media Communications Specialist
Audio/Visual Technician
Housing Construction Specialist

APPENDIX G

Memorandum of Agreement

Re: EXEMPT POSITIONS

The City has the right to reopen the collective bargaining agreement within one year of the signing of this Agreement with thirty days written notice to the Union for the purpose of determining which classification(s) in SALARY GRADES S/V-15 and above should be exempt from compensation for hours worked beyond their normal work week. If the parties cannot agree on which classification(s) should be exempt, all classifications in dispute shall be submitted to expedited binding arbitration for resolution.

For the City of Stamford

UAW

Date

EXHIBIT I
HEALTH INSURANCE GRID

BENEFITS SUMMARY DESCRIPTION

The Open Access POS offers you the opportunity to use either Health Net network or non-network health care providers each time you seek medical care, and still receive benefits for covered services.

Open Access POS gives you a powerful new choice. You can work within the Health Net provider network (there are thousands of participating physicians and dozens of hospitals in the Tri-State network) or "opt out" choosing a provider not affiliated with Health Net. Care delivered both within and outside the network is recognized as a managed care benefit. Outside the network, care is subject to deductibles, coinsurance, and claim forms typical of indemnity plans.

Out-of-Network Providers:

Participant deductible, per calendar year	\$200.00
Family unit deductible, per calendar year	\$400.00

In-Network Copayment Maximum: All of your in-network copayments will be applied to the annual in-network copayment maximum of \$400 per participant or \$800 per family per calendar year exclusive of prescription drug benefit.

Out-of-Network Benefits: When using Out-of-Network benefits Prior Authorization is required for all inpatient admissions and certain outpatient procedures. To obtain Prior Authorization, please contact the Health Net Customer Service Department at 1-800-205-0095. A flat penalty of 50% of the initial \$10,000.00 of covered expenses of the cost of the case per each non-certification occurrence is applicable to Out-of-Network reimbursement when the participant does not complete the Prior Authorization process.

General Exclusions: You are not covered for physical exams for employment, insurance, school, premarital requirements or summer camp (unless substituted for a normal physical exam); prescription drugs and some injectables dispensed by a physician in his or her office; dental services including oral surgery (unless services required as a result of an accident); routine eye exams (no illness or injury diagnosed), eyeglasses, or contact lenses; hearing aids; routine foot care; some transplant procedures; cosmetic or reconstructive surgery, unless medically necessary; custodial services; injury or sickness caused by war or service in the armed forces; services of a person who is a member of your immediate family; services of a person who resides in your home; services of volunteers or persons who do not normally charge for their services; services given by a licensed pastor counselor or member of congregation provided in course of normal duties; weight-reduction programs; marriage counseling; or long-term psychiatric treatment.

Health Net will not duplicate any benefits to which members are entitled under Workers' Compensation, No-Fault, Medicare, or other group health insurance coverage.

The services, exclusions and limitations listed above do not constitute a contract and are a summary only. If you have any questions, please call the Health Net Customer Service Dept. at 1-800-205-0095.

Please Note: For any services listed for which a visit or dollar limit is indicated, In-Network and Out-of-Network Services count collectively toward the limit.

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Benefit Costshares		
	\$10 office visit copayment \$100 hospital admission copayment Out-of-pocket maximum: \$400 ind. /\$800 fam.	Deductible: \$200/\$400 Coinsurance: 80% of first \$5,000 Out-of-pocket maximum: \$1,200 ind. /\$2,400 fam.
	Out of pocket maximum exclusive of prescription drug benefit charges, excess R&C*, non covered services, and supplies and charges in excess of maximum visits.	
Preventive Care		
Pediatric Well Care, including immunizations (See page 37)	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Monthly - birth to 5 months of age Every other month - 6 months to 11 months of age Every 3 months - 12 months to 23 months of age Every 6 months - 24 months to 35 months of age Once per calendar year - age 3 through age 17	
Adult Routine Physical Examinations	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Every 3 calendar years - age 18 to 29 Every other calendar year - age 30 to 49 Every calendar year - on or after age 50	
Gynecological Routine Examinations	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Once per calendar year In addition - as medically necessary	
Mammographic Services	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Age 35 to 39 - one baseline mammography Age 40 and over - once every calendar year or as medically necessary	
Hearing Examinations	\$10 copayment	Subject to deductible, coinsurance, and R&C
Medical Services		
Medical Office Visit	\$10 copayment	Subject to deductible, coinsurance, and R&C
Outpatient - Occupational, Physical and Speech Therapy	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Combined 30 visit maximum per calendar year	

* R&C - Reasonable and Customary Allowance

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Chiropractic Therapy	\$10 copayment	Subject to deductible, coinsurance, and R&C
	30 visit maximum per calendar year	
Allergy Services	\$10 copayment Allergy shots including bee venom extract	Subject to deductible, coinsurance, and R&C
	Office visit and allergy shots combined subject to one copayment	
Diagnostic Lab & X-Ray and Chemotherapy Services	100% of covered expenses	Subject to deductible, coinsurance, and R&C
Inpatient - Medical Services	100% of covered expenses \$100 copayment per admission	Subject to deductible, coinsurance, and R&C
	Prior Authorization required for certain procedures	
Surgery Fees	100% of covered expenses	Subject to deductible, coinsurance, and R&C
	Prior Authorization required for certain procedures	
Office Surgery	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Prior Authorization required for certain procedures	

Mental Health and Substance Abuse	IN-NETWORK	OUT-OF-NETWORK
Inpatient Hospital Psychiatric Biologically Based	100% of covered expenses \$100 copayment per admission	Subject to deductible, coinsurance, and R&C
Outpatient Mental Health Biologically Based	\$10 copayment	Subject to deductible, coinsurance, and R&C
Inpatient Hospital Psychiatric Non-Biologically Based	100% of covered expenses \$100 copayment per admission	Subject to deductible, coinsurance, and R&C
	60 Inpatient day maximum or substitution for 120 partial hospitalization days per calendar year	
Outpatient Mental Health Non-Biologically Based	\$20 copayment	50% R&C
	30 Outpatient Visits per calendar year	
Inpatient Hospital Substance Abuse and / or Alcoholism	100% of covered expenses \$100 copayment per admission	Subject to deductible, coinsurance, and R&C
Outpatient Substance Abuse and / or Alcoholism	\$10 copayment	Subject to deductible, coinsurance, and R&C
	Combine inpatient and outpatient maximum of 45 days per calendar year	
Emergency Care		
Emergency Room	\$50 copayment Waived if admitted	\$50 copayment Waived if admitted
After Hours Urgent Care Center	\$10 copayment	\$10 copayment
Walk-In Center	\$10 copayment	\$10 copayment
Ambulance	100% of covered expenses	100% of covered expenses
	When determined medically necessary	

Biologically-based mental illnesses include: Schizoaffective Disorder, Major Depressive Disorder, Bi-Polar Disorder, Paranoia and other Psychotic Disorders, Obsessive-Compulsive Disorder, Panic Disorder, Pervasive Development Disorder, or Autism.

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Inpatient Hospital		
General/Medical/Surgical/ Maternity (semi-private)/ Intensive Care	100% of covered expenses \$100 copayment per admission	Subject to deductible, coinsurance, and R&C
Subject to non-emergency precertification		
Ancillary Services (medication, supplies)	100% of covered expenses	Subject to deductible, coinsurance, and R&C
Outpatient Hospital		
Outpatient - Surgery, Facility Charges	100% of covered expenses	Subject to deductible, coinsurance, and R&C
Diagnostic Lab & X-Ray	100% of covered expenses	Subject to deductible, coinsurance, and R&C
Pre-Admission Testing	100% of covered expenses	Subject to deductible, coinsurance, and R&C
Other Services		
Rehabilitation	100% of covered expenses	Subject to deductible, coinsurance, and R&C
	45 day maximum or substitution for hospitalization	
Skilled Nursing Facility	100% of covered expenses	Subject to deductible, coinsurance, and R&C
	60 day maximum per calendar year	
Hospice	100% of covered expenses	100% of covered expenses
	Individuals with life expectancy of 6 months or less	
Durable Medical Equipment	80% coinsurance	50% coinsurance
	\$10,000 maximum per calendar year	
Prosthetics	100% of covered expenses	Subject to deductible, coinsurance, and R&C
	\$5,000 maximum for prosthetic Calendar year replacement parts maximum \$500	
Home Health Care	Covered 100% of covered expenses with prior approval	Subject to deductible, coinsurance, and R&C
Prescription Drugs	\$5 generic \$10 brand \$5 mail order (90-day supply) No maximum Effective January 1, 2008(30day max) \$10 Generic \$20 Preferred Brand \$30 Non- Preferred Brand \$10 mail order (90-day supply)	Emergency pharmacy services only
Dependent /Student Eligibility	Child to age 19	

Dependent/Student Eligibility

Child to age 19 or Child to age 23 if full time student

Child to age 23 if full time