

THE CITY OF MERIDEN

AND

AFSCME

LOCAL #595

July 1, 2016– June 30, 2020

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PREAMBLE

The following contract, by and between respectively, the City of Meriden, hereinafter referred to as the "City" and MME Local 595, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, hereinafter referred to as the "Union" is designed to promote and maintain a harmonious relationship between the City of Meriden and the Union in order that more efficient and progressive service may be rendered by both parties.

ARTICLE I RECOGNITION

The City hereby recognizes the Union as the exclusive representative and bargaining agent for the bargaining unit, consisting of all permanent classified positions (working 20 or more hours per week) within the Municipal government as set forth in the Certifications of Representative issued by the Connecticut State Board of Labor Relations in Case #ME-3029 and MER-721.

ARTICLE II RIGHTS OF EMPLOYER

Except to the extent relinquished, abridged, modified or limited by the provisions of this agreement, the City reserves and retains solely and exclusively the right, authority and responsibility to manage the affairs of the City and the direction of the employees which shall include, but not be limited to the following:

- a) To direct employees and to determine the methods, means, manner and personnel by which services shall be rendered.
- b) To hire, promote, transfer and assign, suspend, demote, discharge or take other disciplinary action as may be required.
- c) To relieve employees from duty because of lack of work or lack of funding or for any other legitimate reason.
- d) To take any action required or necessary in order to maintain the efficiency of the City and to take any actions necessary or required in situations of emergency, regardless of prior commitments; and to carry out the responsibility of the City of Meriden to its citizens.
- e) To establish contracts or sub-contracts for municipal operations provided that this right shall not be used for the purpose or intention of undermining the Union or of discriminating against its members.
- f) To make reasonable rules and regulations relating to personnel policy, procedures, and practices and matters of working conditions, as permitted and required by the obligations imposed by law as well as the responsibilities set forth in this agreement.

ARTICLE III
DUES DEDUCTION AND NON-INTERFERENCE

Section 1. The Union shall furnish the City a signed statement by the employee, who shall authorize the City to deduct dues, fees or assessments from his/her wages. Such deduction shall continue for the duration of the agreement or any extension thereof. The bi-weekly remittances to the Union will be accompanied by a list of names of employees from whose wages the deductions have been made.

Section 2. All employees hired or transferred into the bargaining unit shall be required, as a condition of continued employment, to join the Union within thirty (30) calendar days from the date of hire or transfer or to pay a service fee to the Union as set by the union in accordance with applicable law. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union. The Union shall not interfere with the rights of the Employer during the six (6) month probationary period.

Section 3. The name and address of each newly-hired or transferred employee eligible for this bargaining unit shall be forwarded by the Personnel Department to the President of the Union within thirty (30) calendar days of the date of hire or transfer.

Section 4. The Union agrees to indemnify and save the City harmless against any and all claims, demands, suits or proceeding arising out of or by reason of any action taken or not taken by the City in reliance upon the check-off and Union security provisions of this Agreement or on the correctness of any dues deduction or agency fee authorization furnished by the Union to the City.

ARTICLE IV
CLASSIFICATION, COMPENSATION AND PERSONNEL POLICIES

Section 1. The City of Meriden Classification, Compensation and Personnel Policies as revised (1994) are all deemed to be part of this agreement except as otherwise provided herein.

Section 2. The Employer agrees to notify an employee two (2) weeks prior to an involuntary transfer. The Employer shall negotiate with the Union, prior to transfers, any impact caused by such transfer.

Section 3. The Employer will not coerce employees from exercising their contractual rights.

Section 4. Shift vacancies will be open for bid and awarded on the basis of seniority. If no candidates are found, assignments will be made on the basis of least seniority.

Section 5. Temporary transfer – (defined as no more than five (5) working days) In the case of a temporary transfer (daily basis) to another department or division, such transfer shall be made on a voluntary basis if possible, and be at the employees rate of pay or a higher rate if the position is at such rate.

Employees required to work in a higher classification for more than five (5) working days will be compensated from the sixth work day. Compensation will be within the range of work they are doing at the Step in that Range that is closest to their own, but not lower, plus one. This section does not apply if an employee is filling in for another employee who is on vacation. (i.e., an employee earning \$18.70 per hour, Range E, who is taking on work of a Range F, would be moved to \$20.40 per hour).

Any employee officially appointed to act temporarily in a higher classification, outside their bargaining unit, will be paid no less than fifteen percent (15%) above their current rate of pay.

Section 6. Labor Management Committee – a labor-management committee shall be the designated authority responsible for the maintenance of the job classification system during the term of this Agreement or any extension thereof. Said committee shall be authorized to review job descriptions of any newly created jobs and/or changed job descriptions for current jobs and assign points for grade placement in pay plan. The City and the Union shall have equal representation on the Committee that would include two (2) management members and two (2) union members. The Director of Personnel shall be the facilitator and/or the Director of Personnel may act as a management member if needed. The Union Staff Representative may attend the Committee meeting and may act as a union member if needed.

- a. Employees may request a review of points assigned to their position or if there are any substantial / technical changes in job duties.
- b. The written request shall be submitted in duplicate to the Department Head with a form advising him/her to sign off on the new duties or remove said duties within thirty (30) days. Failure of the Department Head to act within the thirty- (30) days will be considered approval of said duties.
- c. The above signed request shall be submitted for review to Personnel, who will convene the committee and, if appropriate, as designated by the committee, and render a decision within sixty (60) calendar days of receipt. An employee who receives a grade adjustment pursuant to a review shall be given a wage adjustment, effective the first full pay period following approval of the upgrade by the Pointing Committee or an arbitrator. The parties agree that there are no automatic upgrades, that each position must be pointed and that one position cannot be upgraded because the position below it is upgraded or vice-versa.

- d. If the labor-management committee reaches an impasse on an issue before it, such dispute shall be submitted to an arbitrator chosen by the committee. If the committee cannot agree on an arbitrator, then it shall be submitted to the American Arbitration Association for a decision. The Arbitrator's decision shall be final and binding. The cost of the Arbitration shall be borne equally by both parties.

ARTICLE V SENIORITY

Section 1. The City shall prepare and file with the Secretary of Local #595, a list of employees showing their seniority in actual time of service with the City. This list shall be revised each six (6) months. Any authorized leave of absence and work-connected injury leaves shall be included as in-service time for purposes of seniority. Lay-off also shall be included as in-service time for purposes of seniority.

Section 2. Seniority is defined as the relative status of an employee in a department or division whichever is applicable for the purpose of promotion and/or vacation. Seniority shall include length of service from date of last employment. When an employee is transferred from one department or division, whichever is applicable, to another for any reason, there shall be no loss of seniority.

Section 3. When a vacancy occurs a notice shall be posted for a period of seven (7) working days so that any employee, may apply, and the position shall be filled by the employee if he/ she so qualifies. Skill and ability shall be two of the factors in determining an employee's eligibility to compete for said vacancy. Where skill and ability are relatively equal, the length of service shall control.

- a. When such a vacancy cannot be filled due to refusals or due to inability to perform the position after forty-five (45) day break-in period by employees from within the department, said position vacancy shall be posted for a period of five (5) days in all departments within the scope of this Agreement. Applications shall be submitted in writing to the Personnel Director.
- b. Outside candidates may test simultaneously, however, in no event will an outside candidate be chosen over an MME candidate who meets the stated qualifications and passes any applicable testing.
- c. With respect to the successive vacancies, these shall be filled in the same manner as outlined above. If no qualified employee applies for the vacancy, the City may then hire a new employee.
- d. If within the forty-five (45) day break-in period the City determines that the employee is not capable of performing the position, he shall be entitled to return to his former position without loss of seniority or rights formerly enjoyed and at the wage rate then paid for his former position. If necessary to provide a vacancy for the reinstatement in the prior position, the employee with the least seniority in the class shall be terminated or returned to the class from which the employee was promoted.

Section 4. New employees shall serve a probationary period of twelve (12) months and shall have no seniority rights or recourse to the arbitration provisions of this Agreement in the case of discharge or other discipline during this period but shall be subject to all clauses in this Agreement. New employees who have completed the probationary period (and who are not seasonal employees) shall be known as permanent employees and the probationary period shall be considered included as seniority time. During the probationary period employees will be paid at Step A of the appropriate wage scale and move to the next step on the anniversary of their date of hire and yearly thereafter.

Probationary employees may not apply or be offered another 595 position during their probationary period.

They may apply for another 595 position that will start after successful completion of probation.

For employees hired after July 1, 2003, Step F will be the top Step of the scale. Step G will be phased out over time.

The City may hire up to step "C" (third level) on the wage scale, however, if any current non-probationary employee in the same job title is below the level of the new hire, the current non-probationary employee will be brought up to the level of the new hire.

Section 5. a. When it is necessary to lay off employees within the bargaining unit, the City shall determine the positions to be eliminated. Layoffs will then take place in that division or department, whichever is applicable, as follows:

a.-1. All seasonal, part-time and/or probationary employees doing MME work within the City shall be laid off before full time employees; however, if no full time employee wishes to bump into any of the above positions the seasonal, part time or probationary employee may return to that position.

a.-2. If the full time employee or employees holding said position(s) are more senior in length of service in the division, they may then bump less senior employees in other lateral classifications within any division or department, whichever is applicable, providing they have the skill and ability to perform the job. (If there is another less senior employee in the division in the same classification they must bump them first).

a.-3. Full time employees so displaced shall have the right to bump less senior employees in any division or department, whichever is applicable, within the bargaining unit if the bumping employee has the skill and ability to perform the job.

- b. Any employee to be laid off shall be given two weeks' notice. Notice shall also be given at that time of any bumping rights to said employee, along with notice to those who may be affected by said bump.
- c. Bargaining unit employees who are on layoff shall be placed on the recall list and recalled to work first for any bargaining unit position which may become available and for which they possess the skill and ability to perform the job.
- d. In the event an employee bumps or is recalled into a position not previously held, the recalled employee shall have a ninety (90) –day probationary period to prove capable of performing the position. Recall eligibility for all employees shall be for two (2) years from the date of layoff.
- e. Recall from layoff or bump shall be in the reverse order of layoff.
- f. It is agreed and understood that the elected Union officers and stewards shall head the seniority list in their respective Department and Classifications at the time of layoff only and shall not be laid off until all employees in their and/or lower classifications have been laid off.

For the purpose of this Article, no employee who has been employed for more than four (4) consecutive months shall be considered a seasonal employee.

ARTICLE VI GRIEVANCE PROCEDURE

Section 1. For the purpose of this agreement, the term grievance means any dispute between the City and the Union or between the City and the employees concerning the effect, interpretation, application, claim of breach or violation of the specific terms of this agreement. Any such grievance shall be settled in accordance with the following grievance procedure at the request of either party:

- Step 1. The Union shall, within thirty (30) working days of the event which gave rise to the grievance or knowledge of the event which with reasonable diligence could have been ascertained, shall submit such grievance in writing to the Department Head, setting forth the nature of the grievance, including specific reference to the section or sections of the Contract and/or Personnel Policies which the Union believes have been violated and the relief sought. Within five (5) working days after said Department Head receives such grievance, he/she shall arrange to and shall meet with the representatives of the Union, for the purpose of adjusting or resolving such grievance.

Step 2. If such grievance is not resolved to the satisfaction of the Union by the Department Head within fifteen (15) working days after, the submission to the Department Head, the Union may present such grievance in writing within seven (7) working days thereafter to the Personnel Director. Within seven (7) working days after said Personnel Director receives such grievance, he/she shall arrange to and shall meet with the representatives of the Union, for the purpose of adjusting or resolving such grievance or issue a written acceptance or denial.

Step 3. If such grievance is not resolved to the satisfaction of the Union by the Personnel Director, the Union, within ten (10) working days after receipt of the written decision, may submit the grievance to the Connecticut State Board of Mediation and Arbitration for the purpose of mediation.

Step 4. If such grievance is not resolved through mediation, the union may submit the grievance to arbitration to the Connecticut State Board of Mediation and Arbitration within ten (10) working days after such mediation session.

Said Board shall hear and act on such dispute in accordance with its rules and render a decision which shall be final and binding on all parties. In the event such dispute involves disciplinary action, the Board of Mediation and Arbitration will have the power to uphold the action of the City or to rescind or modify such action, and such powers shall include, but shall not be limited to, the right to reinstate a suspended or discharged employee with full back pay.

Section 2. In the event the City alleges a violation of the terms of this Agreement by the Union or any of its agents, the City may process a grievance in the following manner:

- a. The City Manager or his/her designee shall within fifteen (15) working days of the event which gave rise to the grievance or knowledge of the event, which, with reasonable diligence could have been ascertained, shall submit such grievance in writing to the President of the Union setting forth the nature of the grievance, including specific reference to the section or sections of the Contract.
- b. Within seven (7) working days after said President receives such grievance, he/she and the Executive Board of the Union shall meet with the City Manager or his/her designee. The Union shall render a decision and the reasons therefore in writing within fourteen (14) days after the meeting.
- c. If the grievance is not resolved to the satisfaction of the City, the City may submit the dispute to arbitration with the Connecticut State Board of Mediation and Arbitration within ten (10) working days upon receipt of the written decision.

Section 3. Nothing contained herein shall prevent any employee from presenting his/her own grievance and representing himself/herself. The Union shall have a right to be present at any meeting concerning said grievances.

Section 4. Time limits provided for herein may be extended by written agreement of the City and the Union.

ARTICLE VII HOURS OF EMPLOYMENT

Section 1A. Full-time employment shall consist of thirty-five (35) or forty (40) hours of work. All employees in this bargaining unit are hourly rated employees and are paid only for hours worked except for instances specifically detailed in this Contract.

Section 1B. An employee may request a flextime work schedule. Such schedules shall be signed off on by the Department Head, Union President or Vice President and the Director of Personnel. All flex time schedules are temporary and may be changed with two (2) weeks' notice.

Section 2. The workweek shall consist of a seven-day period beginning on Sunday and ending on Saturday.

Section 3. All hours actually worked beyond forty hours in any workweek shall be paid at the rate of time and one-half. Approved leave time with the exception of sick time, shall count as time worked.

Section 4. All hours actually (all leave time shall count as time not worked) worked beyond eight (8) hours in any work day shall be paid at the rate of time and one-half.

Section 5. All hours worked on Sundays, when Sunday is not part of the regular workweek or on the Holidays listed in Article VIII shall be paid at the rate of double time.

Section 6. All hours actually worked beyond fifty-six (56) hours in any workweek shall be paid at the rate of double time. Approved leave time with the exception of sick time, shall count as time worked.

Section 7. Any employee working on a sixth day in any workweek shall be paid at the rate of time and one-half.

Section 8. Any employee working on a seventh day in any workweek shall be paid at the rate of double time.

Section 9. If an employee is called back to work for any period of time which is not contiguous with his/her regular work day, he/she shall be paid a minimum of three (3) hours pay at the rate of time and one-half.

Employees who get called in prior to their regular start time shall receive a minimum of three (3) hours of overtime as long as the call in is not within one (1) hour of their regular start time.

i.e.: Normal start time is 7:00 a.m., Employee called in at 5:00 a.m. will receive minimum of 3 hours at time and one half. Employee is called in at 6:15 would only receive straight time.

Section 10.

Second shift – five (5%) percent (starting approx. 3:00 p.m. and after)

Third shift – ten (10%) percent (starting approx. 11:00 p.m. and after)

In the event employees in the bargaining unit are assigned to second or third shift work on a steady basis, they shall be paid in accordance with the above schedule.

Section 11. Effective 7/1/17 employees who work over forty (40) hours per week shall be afforded overtime for such hours at a rate of one and one half (1 ½) times each hour.

Any accumulated compensatory time will be paid at separation of service.

Compensatory time must be requested with twenty-four (24) hours' notice, except in a case of emergency, and may be taken in ¼ hour increments. Supervisors can only refuse a request if it would leave the department under staffed.

An employee may request to bank up to 8 hours of overtime as 12 hours of comp time by making the request on the time slip where the overtime is earned. No more than 12 hours comp time in the bank at any one time. It is expected that comp time will be used in the fiscal year it is earned. If not it will carry over but does not change the amount of time that may be banked.

Section 12. On early dismissal days, Health Aides may continue to work until the end of their work day if the school nurse is present.

ARTICLE VIII
HOLIDAYS

The following holidays shall be observed as days off with pay:

New Year's Day	Labor Day
Martin Luther King's Day	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

In addition to the foregoing list, each employee shall receive two additional "floating" holidays which may be taken at said employee's convenience and with the consent of said employee's department head.

For new employees hired January 1 through June 30, said employee shall receive two (2)-floating holidays.

For new employees hired July 1 through August 31 said employee shall receive one floating holiday in that calendar year.

For new employees hired September 1 through December 31 they will not receive floating holidays for that calendar year until January 1 of the following year. (Employee will not be eligible to take time off).

- A. For those departments whose normal workweek is Monday through Friday, when a holiday falls on a Sunday, the following Monday shall be considered the holiday. When a holiday falls on a Saturday, the holiday shall be observed on the preceding day.
- B. For those departments whose normal workweek is Monday through Saturday, when a holiday falls on a Saturday or Sunday, employees of this bargaining unit shall be entitled to one day off with pay as holiday time during said week in which the holiday occurs at a time mutually agreeable to the department head and the employee.
- C. If a holiday occurs during an employee's vacation or bona fide sick time, that holiday shall not be charged to vacation or sick time.
- D. If a holiday falls on the regularly scheduled workday of a part-time employee who works twenty (20) or more hours per week that employee shall be paid for his/her normal working hours on that holiday.
- E. In the event of an unforeseen national or state holiday and it is declared as such and is in fact celebrated by the Municipality, each employee shall receive an additional holiday.

ARTICLE IX
VACATIONS

Section 1. The following vacation schedule shall be in effect for employees of the Bargaining Unit.

- a. Each employee who has completed six (6) months of service but less than one (1) year shall be entitled to a vacation with pay for one (1) week annually (five (5) working days).
- b. Employees who have completed one (1) year of service shall be entitled to a vacation with pay of two (2) weeks annually (ten (10) working days).
- c. Employees who have completed five (5) years of service shall be entitled to a vacation with pay of (3) weeks annually (fifteen (15) working days).
- d. Employees who have completed ten (10) years of service shall be entitled to a vacation with pay of four (4) weeks annually (twenty (20) working days).
- e. Vacation credit days shall not normally accumulate from year to year except that vacation may be carried over to the following year in accordance with the rules and regulation of the Personnel Department. Effective December 31, 2013 employees will only be permitted to carry over two (2) times their yearly allotment of vacation time. The carryover will be automatic and will not require the signature of the department head or the personnel department.
- f. Employees who have been with the City for at least five years may request to borrow up to 10 days of vacation time in advance of earning it within that calendar year. An employee with 1-5 years of service may borrow up to 5 days in advance of earning it in a calendar year.
- g. An employee shall notify their immediate supervisor at least twenty-four (24) hours in advance for a vacation leave of one (1) or two (2) days and at least seventy-two (72) hours in advance for a vacation leave of three (3) days or more. Employees may request within 15 minutes of their work day the use of earned time for occasional emergency situation.
- h. Part-time employees working twenty (20) or more hours per week year round shall receive the same number of weeks' vacation time as full-time employees, but at their normal hours of work per week.

- i. Should vacation time be required before it is accrued, an employee may borrow up to the annual entitlement in any given year by completing the Authorization for Repayment of Advance Vacation Pay form. Borrowed vacation time will be deducted as soon as the days are accrued. Should an employee leave or be terminated prior to the repayment of borrowed vacation time, it will be charged to the employee in their terminal leave pay.

Section 2 a. Any employee who works three (3) consecutive months, provided that the employee has not used sick time or has not been suspended during said time, shall receive one (1) earned day. Said earned day may be taken with the mutual consent of the employee and the department head after mutual agreement as to the convenience of both the employee and the City. Measurement shall be based on months rather than days. For example, if an employee used a sick leave day on 7/11/93, the ninety-day measuring period would begin 7/12/93 and on 10/12/93 a day would be earned.

Section 2 b. Anyone hired on or after 1/1/14 who works six (6) consecutive months, provided that the employee has not used sick time or has not been suspended during said time, shall receive one (1) earned day. Said earned day may be taken with the mutual consent of the employee and the department head after mutual agreement as to the convenience of both the employee and the City. Measurement shall be based on months rather than days. For example, if an employee used a sick leave day on 7/11/14 the six month measuring period would begin 7/12/14 and on 1/12/15 a day would be earned.

Section 3. An employee who becomes seriously ill or injured while scheduled to go on vacation or is on vacation shall have the opportunity to change his vacation schedule provided that sufficient evidence by way of a physician's certificate attesting to his bona-fide illness is furnished to the department head.

Section 4. Any employee who resigns, retires or is laid off (this shall not apply if an employee is terminated for cause) will be paid out for all vacation up to one and one half (1 ½) times their allotment. Any vacation pay due to the employee will be paid by a check made payable to the employee. In the event of the death of an employee, payment shall be made to the beneficiary as designated on the Designation of Beneficiary For Accrued Sick/Vacation Time Form of the deceased employee, or the estate of the employee shall receive any vacation pay due the employee in a check made payable to the estate of the employee.

Anyone as of 6/30/13 who has more than one and one half (1 ½) times allotment on the books and who retires or is laid off prior to June 30, 2016 may be paid out up to ninety (90) days.

Section 5. Earned Time Payout

- a. For employees hired after 7/1/2010 they may not carry over more than 4 earned days each year beginning 12/1/2011.
- b. Effective 7/1/2011 for employees hired prior to 7/1/2010 upon retirement or resignation may not be paid out for more than 25 days of earned time.
- c. Any employee who as of 7/1/2010 has more than 25 days may be paid out at retirement/resignation for up to the amount they have as of 7/2/2010 during the life of this contract.

ARTICLE X SICK LEAVE WITH PAY

Section 1. Sick leave as used in this Article is defined as absence from work without loss of pay as a result of a bona-fide illness or injury. An employee utilizing sick leave shall report their absence from work to the immediate supervisor within the first hour of the scheduled workday. Sick leave may be taken in one-quarter (1/4) hour increments.

Section 2. Each employee shall earn sick leave with full pay of fifteen (15) working days in any one year. Employees shall earn and accrue one and one-quarter (1 ¼) days of paid sick leave per month, to a maximum of fifteen (15) days per year. Unused sick leave may be accumulated from year to year to a maximum of ninety (90) working days.

- a) Employees shall utilize their allowance of sick leave when unable to perform their work duties by reasons of illness or injury, pregnancy, necessity for medical or dental care, exposure to contagious disease under circumstances in which the health of other employees or the public would be endangered by attendance on duty, or illness in the immediate family or household of the employee for such period as the attendance of the employee may be necessary. Immediate family is defined for the purposes of these rules to be parents, step-parents, grandparents, spouse, brothers, sisters, child, step-child or grandchild.
- b) Employees who are absent for three (3) or more consecutive working days may be expected to submit a statement from a physician stating the reason for the absence to support the claim for sick leave.

- c) In the event of an indication of abuse of sick leave privileges, the Division or Department Head, whichever is applicable, may require a statement from the attending physician.
- d) Sick leave shall not accrue during any period of a leave of absence without pay.
- e) Sick leave shall continue to accumulate during leaves of absence with pay and during the time the employee is on authorized sick leave or vacation time.
- f) Additional leave with pay may be granted as warranted by the City Manager, when applied for by an employee in writing to the City Manager stating the reason for the additional special leave.

Section 3. An employee, upon formal retirement according to the rules and regulations established by the applicable Retirement Board, lay off, termination without cause, resignation, or death, shall be entitled to compensation in a lump sum for that portion of unused sick leave which has been accumulated not to exceed ninety (90) days. Employees hired after 7/1/2011 shall be entitled to ½ of unused sick leave which has been accumulated not to exceed forty five (45) days.

In the event of the death of an employee, payment shall be made to the beneficiary as designated on the Designation of Beneficiary For Accrued Sick/Vacation Time Form of the deceased employee, or the Estate of the employee shall receive any sick/vacation due the employee in a check made payable to the estate of the employee.

Section 4. When recalled to work, laid off employees shall be credited with the same number of sick leave days they had accumulated to their credit at the time of their lay-off, if no cash payment was given pursuant to Section 3 above.

Section 5. For the purposes of determining wages, employees may take sick leave in increments of one hour.

Section 6. Sick leave data shall be reported on the employee's paycheck stub.

Section 7. Bargaining unit members who are not full-time employees shall earn sick leave on a prorated basis based on their regularly scheduled workweek.

Section 8. When an employee reaches his/her ninetieth (90) day maximum accumulation of sick leave, in any fiscal year, a separate accounting shall be maintained in order to provide payment for his/her base daily rate of pay for each unused sick leave day beyond the ninety (90) which the employee would have accumulated. The maximum number of days beyond ninety (90) days which may be computed at the employee's base daily rate of pay shall be fifteen (15) days in any fiscal year. Such payment shall then erase all accumulated sick leave shall be made

in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned. This payment shall be made in a separate check from usual weekly wages.

Effective for employees hired after 7/1/2011, when an employee reaches his/her ninetieth (90) day maximum accumulation of sick leave, in any fiscal year, a separate accounting shall be maintained in order to provide payment for his/her base daily rate of pay for each unused sick leave day beyond the ninety (90) which the employee would have accumulated. The maximum number of days beyond ninety (90) days which may be computed at the employee's base daily rate of pay shall be ½ their accrual up to 7 ½ days paid after 90. Such payment shall then erase all accumulated sick leave shall be made in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned. This payment shall be made in a separate check from usual weekly wages.

Section 9. Beginning July 1, 2003, when a bargaining unit member who is not a full-time employee but who works an average of twenty (20) or more hours twelve (12) months per year or ten (10) months school year employees reach his/her ninety (90) hours of accumulated sick leave, in any fiscal year, a separate accounting shall be maintained in order to provide payment for his/her base daily rate of pay for each unused sick leave hours beyond the ninety (90) hours which the employee would have accumulated. The maximum number of hours beyond ninety (90) hours which may be computed at the employee's base daily rate of pay shall be twenty (20) hours in any fiscal year. Such payment shall then erase all accumulated sick leave beyond ninety (90) hours for said fiscal year. Payment for above unused sick leave shall be made in one lump sum in July of the fiscal year following that year in which the unused sick leave was earned. This payment shall be made in a separate check from usual weekly wages.

Section 10. The Union President or in his/her absence, the Union Vice-President may request that sick time donations be made to employees. These donations must be approved by the Personnel Director. Employees may donate up to five days per year. Restrictions on the amount of time donated, use of time, how often an employee may receive donations is within the sole discretion of the Personnel Director. Employees must exhaust their accumulated sick leave before being eligible for sick leave donations. All donated time will count toward and not be in addition to an employee's FMLA entitlement.

It is understood that employees who donate time must be donating their sick time only, not vacation or earned days.

ARTICLE XI
INJURY LEAVE

An employee absent from duty because of an accepted workers' compensation loss, including heart and hypertension, shall not have sick leave counted for his/her absence. This time of absence shall be called and counted as injury time.

- a) Injury leave shall mean paid leave, given to an employee due to a physician approved absence from duty, caused by an injury and/or disease, arising out of and in the course of his/her employment with the City. Employees of the City are covered by the Connecticut Workers' Compensation Act, being Chapter 568 of the General Statutes, Revision of 1987, as amended to January 1, 1987. The City, in the case of a compensable injury and/or disease shall continue the employee's full normal base pay during his/her absence, up to six (6) months, if necessary, in duration for each injury and/or disease. Employee injuries and/or diseases, exceeding the aforesaid duration, shall receive his/her Workers' Compensation rate that rate being determined by the Workers' Compensation Act, Section 31-307.
- b) Employees sustaining an injury and/or disease requiring medical attention shall report to the competent physician, surgeon, clinic or hospital, selected by the City, for the purpose of providing the initial treatment and/or assessment of said injury and/or disease. However, the employee may thereafter select his/her own physician for any further treatment. An employee may also have his/her own physician attend the initial treatment and/or assessment at his/her own expense or may refuse such treatment and/or assessment and provide the same at his/her own expense.
- c) An employee having a compensable injury and/or disease, who has been released to return to work by his/her physician in a limited or restricted capacity, shall be provided, if available, as determined by the City, limited and/or restricted duty assignments as devised by his/her department/division head. All such assignments shall be approved by the employee's treating physician prior to returning to work. All such assignments will be temporary in nature, subject to change, and shall not constitute a permanent condition. An employee who has reached maximum medical improvement, and is permanently physically unable to return to his/her regular duties as a result of a compensable injury and/or disease, may apply for a position within the City for which he/she is physically and professionally qualified, may pursue his/her right to a disability pension, or may matriculate in an approved vocational rehabilitation program as outlined in the Workers' Compensation Act.
- d) An employee who has a compensable injury and/or disease shall comply with all sections of the Workers' Compensation Act.

ARTICLE XII
MILITARY LEAVE

Military leave shall be as provided for in the Personnel Policies Manual.

ARTICLE XIII
JURY DUTY

Section 1. Jury Duty shall be as provided for in the Personnel Policies Manual. The City shall pay the difference between the amount received for serving on Jury Duty and the employee's normal weekly straight-time wage.

Section 2. An employee will only be paid for jury duty when on jury duty, when given notice to appear in court to serve as a juror, or when subpoenaed in a case. In both instances the employee will be required to submit documentation to the Personnel Director.

ARTICLE XIV
BEREAVEMENT LEAVE

Section 1. In the event of a death in an employee's immediate family, an employee shall be permitted five (5) days off at his / her regular rate of pay for the purpose of attending the funeral and providing for matters incident to the death.

Section 2. For the purpose of this Article, the immediate family shall include the following relatives: Mother, father, wife, husband, daughter, son, sister, brother, mother-in-law, father-in-law, step-mother, step-father, step-child or grandchild.

Section 3. Employees shall be granted two (2) day's leave with pay in the event of the death of a grandmother or grandfather, an aunt or an uncle and a brother-in-law or a sister-in-law.

Section 4. Additional Leave

In the event an employee requires additional bereavement time beyond what is in the contract, he/she may be allowed up to fifteen (15) additional days for a spouse, child or parent. Such time shall be deducted from the employee's accumulated sick leave, vacation, or float.

ARTICLE XV
GRIEVANCE AND NEGOTIATING COMMITTEES

Section 1. The City and the Union agree that for the purpose of negotiating, no more than three members may be allowed to participate without loss of wages during working hours. No more than one member of the negotiating committee may be excused with pay from any division of any department.

Section 2. The City and the Union agree that for the purpose of settling grievances at the first step, a grievance committee member or a member of the Executive Committee may participate. From the second step and above, a committee of two city employees may participate, which shall include the aggrieved employee.

ARTICLE XVI
UNION MEETINGS

Section 1. Union officers shall be allowed to attend official Union conferences, training sessions, seminars, and lectures for the purpose of obtaining information which may enable them to better function as officials of the Union. The Union will give adequate prior notification (at least 48 hours) of such meetings to the Department Head and the Personnel Director.

Section 2. Officers designated by the Union to attend such functions shall be allowed the necessary time off without loss of pay. Total days off for these functions for all members of the Union shall not exceed fifteen (15) in any fiscal year.

Section 3. Employees within the Bargaining Unit may be represented by one (1) steward in each department or division whichever is applicable. The Union shall furnish Management a list of the stewards' names and their assigned department or division, whichever is applicable, and shall keep this list current at all times. Alternate stewards may be appointed by the local Union President to serve in the absence of the regular stewards.

Section 4. When required by an aggrieved employee, the steward or another union officer may investigate any alleged or actual grievance in their assigned division or department, whichever is applicable, and assist in its presentation to the immediate supervisor. He shall be allowed reasonable time therefore during working hours, without loss of time or pay, upon notification to his immediate supervisor.

ARTICLE XVII
INSURANCE

Section 1. The City shall provide and pay for the following insurance or the equivalent coverage including service and benefits for all full-time employees of the bargaining unit and their enrolled family members.

- a) Open Access Plus OAP4 /OAP4N. (See Addendum on Health Insurance)
- b) High Deductible Health plan OAP1/OAP1N
- c) CIGNA Dental PPO - Radius Network
- d) Effective July 1, 1994, Life Insurance coverage shall be one times salary for all employees. No life insurance is to be provided for employee dependents.
- e) Bargaining unit members who are not full-time employees and where it is determined by the City to be of benefit, may purchase any of the foregoing insurance coverage for themselves and their dependents at the rates paid by the City to the insurance carriers. Checks in the amounts determined by the Finance Office must be received by the 15th day of the month for the following month's coverage.

Section 2. If the City can provide the equivalent service and benefits of all insurance coverage as presently provided for in this Article through another insurance carrier, the City shall have the right to substitute insurance carriers. Prior to changing insurance carriers, the City shall notify the Union in writing of such intended change and agrees to discuss such change with the Union if so requested. Any dispute regarding equivalency of benefits and service shall be subject to Article VI, Grievance Procedure, beginning at Step 3.

Section 3. The Union agrees to participate and be represented on the Health and Medical Insurance Advisory Committee. The call of the Committee is to explore and continue to recommend ways to curb escalating costs and maintain the current level of benefits, if at all possible. If any such recommendations require contract language changes, the Union agrees to present the recommendation to the bargaining unit for acceptance.

ARTICLE XVIII

WAGES

Section 1. Wages for all employees shall be as set forth in the Addendum's attached hereto.

Section 2. In the case of promotion, the rate of pay of the promoted employee shall be increased to that step in the range next above the current rate of pay provided such increase is no less than 5% the current rate. In the event that 5% is higher than the top of the pay scale employee will be placed at the top of the pay scale. After successfully completing the forty-five (45) day probationary period, the employee's rate shall not step until 1 year from the date of promotion and every year thereafter.

Section 3.

FY17: (7/1/16-6/30/17)	2% Retro to 7/1/16
FY18: (7/1/17-6/30/18)	1.85%
FY19: (7/1/18-6/30/19)	1.85%
FY20: (7/1/19-6/30/20)	1.75%

Section 4. – Longevity

Effective December 1, 2008, annual longevity payments shall be based on the following formula for all full time employees in the bargaining unit:

- | | | |
|----|--|-------|
| a. | Employees who have completed five (5) years of service | \$200 |
| b. | Employees who have completed ten (10) years of service | \$300 |
| c. | Employees who have completed fifteen (15) years of service | \$400 |
| d. | Employees who have completed twenty (20) years of service | \$500 |

Employees must have the actual years of service on December 1 to qualify for that year's payment. Payments shall not be prorated.

Effective 7/1/2011, for employees hired before 7/1/2011 who have completely twenty five (25) years of service will receive \$600.00

Effective for employees hired after 7/1/2011, there will be no more longevity.

Section 5. Spanish Incentive

Beginning January 1, 2002, for satisfactory completion with a grade of "C" or better of thirty (30) semester hours at an accredited college or university (or in a program approved by the Director of Personnel) in Spanish, an employee shall receive fifty (.50) cents per hour differential added to their base rate of pay. An employee will be expected to assist with translation throughout the City if needed. Other languages may be given the incentive with written permission of the Department Head and the Director of Personnel.

The employee will be expected to maintain skill level.

If a position requires bilingual qualifications within the job description, the City does not waive its rights to hire or test only bilingual employees. If an employee is hired who is already bilingual, no additional pay will be granted.

ARTICLE XIX TRANSPORTATION ALLOWANCE AND SAFETY EQUIPMENT

Section 1. Transportation allowance for all members of the bargaining unit using their own cars for City approved business shall be at the prevailing rate allowed by the IRS.

Section 2: All employees required to perform field work (a list of such employees will be agreed on by the parties and included in this section) shall be provided yearly with all necessary safety equipment and protective clothing such as safety boots (Maximum of \$125.00 per pair), hard hats, protective glasses, safety shoes, coveralls, clean suits, safety vests, raingear, gloves, hearing protection, flashlights, etc. The City will replace Safety boots once per year. Replacement will occur on or before September 1 each year.

Section 3. Effective January 1, 2008, any member of Local #595 who, in the course of their employment, has a reasonable expectation of being exposed to hepatitis due to the nature of their employment, may get a hepatitis vaccination from their own physician. If employee is charged a co-pay for such vaccination, they may submit this to their department for reimbursement.

The City, at its discretion may offer hepatitis vaccinations for the above employees at no cost to them.

ARTICLE XX
COPIES OF CONTRACT

Six original copies of the Agreement shall be supplied to Council #4 and a sufficient number of copies of the Contract shall be furnished to the Union for its membership. A copy of the Contract shall be provided by the City to each newly-hired employee at the time of hire.

ARTICLE XXI
NON-DISCRIMINATION

The employer and the Union agree that for the duration of the Agreement neither shall discriminate against any employee in a manner which would violate any applicable laws because of race, color, creed, sex, nationality or political belief, qualified handicap and age, nor shall the Employer nor the Union discriminate against any bargaining unit employee because of their membership or non-membership in the Union.

ARTICLE XXII
DISCIPLINARY PROCEDURE

Section 1. No employee who has successfully completed his/her probation period shall be disciplined, removed, dismissed, discharged, suspended, fired, or reduced in rank except for just cause. The City further agrees that disciplinary action shall be in a timely manner. Disciplinary action includes, but is not limited to, oral reprimand, written reprimand, suspension and discharge.

Section 2. An oral reprimand shall not be deemed to have been issued unless the employee has been advised in writing that he/she as received an oral reprimand and a notation of such reprimand be made part of the personnel file.

No written reprimand shall be deemed to have been issued unless the written communication is labeled a written reprimand. The record of an oral reprimand shall not be used for the basis of further progressive discipline after six (6) months provided the individual has received no further discipline in the interim. The record of a written reprimand shall not be used for the basis of further progressive discipline after twenty-four (24) months, provided the individual has received no further discipline in the interim. If the employer has reason to reprimand and/or counsel an employee it shall be done in a manner that will not embarrass the employee before other employees or the public.

Section 3. No employee shall be disciplined except for just cause

Section 4. The parties agree that disciplinary procedures constitute a corrective process designed to improve an employee's behavior through counseling and to make the employee aware of the fact that failure to change will result in increased penalties. In the event it is necessary to discipline an employee, such employee shall be informed that he/she has the right to have a Union Representative present and shall be allowed time to arrange for such representation.

Section 5. When the appointing authority has reason to suspend or discharge an employee, the employee shall first be entitled to a pre-disciplinary hearing, with a representative of his/her choice, to respond to the alleged charges. After such hearing, if the appointing authority feels the employee should be disciplined it will be done in the following manner.

1. Notice shall be in writing with a copy to the Union.
2. State the charges.
3. State the acts or omissions upon which the charges are based.
4. State the discipline imposed and the effective date or dates.
5. State the employee's right to appeal the action through the grievance procedure.

Serious discipline may be submitted directly to the State Board of Mediation and Arbitration.

ARTICLE XXIII **E.A.P. PROGRAM**

The employer and the Union recognize the value of counseling and assistance programs to those employees experiencing personal problems which interfere with the employee's efficient and productive performance of his/her job duties and responsibilities.

The Employer and the Union will therefore aid such employees who request assistance with such problems. The Employer and the Union will encourage the employee to seek professional assistance when necessary.

The records concerning an employee's treatment for alcoholism, drugs or chemical substance, or stress related problems shall remain separate from other personnel materials.

The Employer and the Union agree that employees being rehabilitated will have income while in the program. Employees participating shall be entitled to use their accumulated vacation, sick or any other accrued time. It is agreed that after exhausting all leave benefits the employee shall be advanced sick benefits to an extent mutually agreed upon by the Personnel Director and the Union. Sick days borrowed will be repaid through future service or in the event of termination from wages and benefits due at the time of termination.

Employees who undergo drug, chemical substance and or alcohol treatments outlined and agreed to by the employee and the treating facility shall complete the program or be subject to discipline up to and including termination.

Nothing herein precludes the use of recidivism agreements under appropriate circumstances.

ARTICLE XXIV
DEPARTMENTS AND DIVISIONS-INTERPRETATION

Whenever the words, Department or Division are used in this contract, that usage is not intended to change the previously agreed-to-understanding of the parties as to the definitions of those terms.

ARTICLE XXV
NO STRIKE/NO LOCKOUT

The Union agrees that it will not call, promote, condone or participate in any strike, sick out, sympathy strike, slowdown, concerted stoppage of work against the City, or any other intentional disruption of the operations of the City during the life of this Contract, and the City agrees that there shall be no lockout. In the event of any of the aforementioned activities by members of the bargaining unit, the Union agrees to direct said bargaining unit members to immediately return to work.

ARTICLE XXVI
TUITION REIMBURSEMENT

Tuition reimbursement shall be as provided for in the Personnel Policies Manual. The maximum annual benefit shall be increased to \$1,000 for undergraduate courses and/or graduate courses are eligible for 100% reimbursement. The employee must present an official school receipt indicating the cost of tuition for the course prior to enrollment. Reimbursement shall be made only for course work in which the employee received a grade "C" or its numerical equivalent or better. Employees must present an official transcript showing the final grade received.

Applications for the above shall be made by an employee to the Personnel department with all applicable attachments and if approved payment will begin thirty (30) days following receipt by the Personnel Department of application.

ARTICLE XXVII
WAIVER OF BARGAINING

The foregoing constitutes an entire agreement between the parties and no verbal statement shall supersede any of its provisions. It is understood and agreed that all matters subject to collective bargaining between the Parties have covered herein and that it may not be reopened for change in its items or addition of new subject matters except by mutual agreement.

ARTICLE XXVIII
DURATION

Section 1. The date of July 1, 2016 shall be the effective date of this agreement.

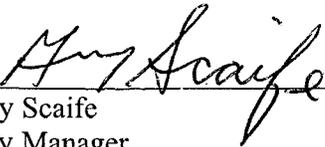
Section 2. This agreement shall remain in effect until June 30, 2020 and shall continue in effect from year to year except that it may be amended at any time by mutual agreement or upon any anniversary of said Agreement by giving to the other party not less than one hundred twenty (120) days written notice of intention to propose amendments.

SIGNATURE PAGE

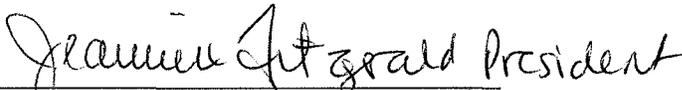
IN WITNESS THEREOF, the parties have caused their names to be signed.

FOR THE CITY OF MERIDEN

FOR AFSCME, LOCAL #595



Guy Scaife
City Manager



Jeanine Fitzgerald
President, AFSME, Local #595



Carol A. Neckermann
Witness



John Devito, Staff Representative
AFSCME, Council 4

Date: 6/7/2017

ADDENDUM A

ASSIGNMENTS OF SALARY RANGES
CITY OF MERIDEN, CONNECTICUT

Clerical, Fiscal, Legal and General Administrative

Title	Salary Range
Clerk I	B
Clerk II	C
Clerk III	E
Finance Specialist	F
Contract Specialist	H
Grant & Financial Specialist	I
Procurement Specialist	G
Clerk to the City Council	G
Administrative Secretary	F
Business Operations Tech – Library	H
Legal Secretary	G
Account Clerk	E
Payroll Clerk	F
Scheduling Clerk (Police Dept.)	E
Network Support Specialist	J
System Support Specialist	I
PC Technician	E
Account Supervisor	F
Assistant Collector of Revenue	J
Public Utilities Billing and Administrative Supervisor	G
Public Works Clerk	F
Administrative Services Assistant	G
Assistant Registrar of Vital Statistics	F
Assistant City Clerk/Registrar of Vital Statistics	G
Assistant Registrar of Voters	D
Buyer	I
Administrative Assistant	G
Assessment Technician	F
Crime Analyst	G

**Clerical, Fiscal, Legal and General Administrative
(Continued)**

Title	Salary Range
Property Technician	G

Engineering, Inspection, and Allied

Survey Assistant I	C
Survey Assistant II	E
Survey Technician	G

Draftsperson	G
Cross Connection Inspector	H
Rehabilitation Specialist	G

Electrical Inspector	H
Electrician	H
Construction/Survey Technician	H

Public Works Facilities Inspector	H
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Plumbing/Mechanical Inspector	H
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Housing Inspector	G
Chief Housing Inspector	I
Structural Inspector	H

Neighborhood Preservation Asst.	J
Neighborhood Preservation Specialist	I
Zoning Enforcement Officer/Environmental Planner	J

Library Building Monitor	D
Library Clerk I	B
Library Clerk II	C
Library Technical Assistant	F

Meals on Wheels Driver	D
Mini Bus Driver	C
Mini Bus Dispatcher	D

Engineering, Inspection, and Allied	
Title	Salary Range
Recreation Coordinator	F
Facilities Coordinator	G

Laborer, Trades & Labor Supervision
--

Electronic Technician/Traffic & Fire Alarm Systems	J
Electrical Technician Fire Alarm Systems	G
Traffic Sign Coordinator	F
Traffic Sign Maintainer	E
Traffic & Vehicle Assistant	H

Public Health

Nutritionist	H
Program Nutritionist-WIC Program	I
Health Aide I	B

School Readiness Coordinator	I
Crisis Intervention Specialist	G
Social Worker	J
Social Worker I	H
Health Aide II	D
Sanitarian I	H
Sanitarian II	J

Nutrition Coordinator	G
Assistant Nutrition Coordinator	E

Public Safety

Assistant Dog Warden	D
Dog Warden	E

Police Records Clerk	D
Police Records/Fleet Clerk	D

ADDENDUM B

The parties agree to update ADDENDUM A – “Assignment of Salary Ranges” based upon documented evidence of properly approved position upgrades and of newly created positions.

CITY OF MERIDEN

LOCAL #595 AFSCME,
COUNCIL 4, AFL-CIO

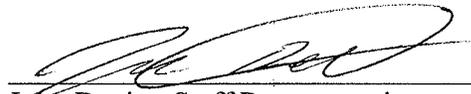


Guy Scaife
City Manager



Jeannine Fitzgerald
President, Local # 595

6/7/2017



John Devito, Staff Representative
AFSCME, Council 4

MME 7/1/16 - 6/30/17

									Hired Before 7/1/03
RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	
31A	HOURLY	13.03	13.68	15.67	16.44	17.12	17.88	19.01	
	35 WEEK	456.05	478.80	548.45	575.40	599.20	625.80	665.35	
	35 ANNUAL	23,714.60	24,897.60	28,519.40	29,920.80	31,158.40	32,541.60	34,598.20	
	40 WEEKLY	521.20	547.20	626.80	657.60	684.80	715.20	760.40	
	40 ANNUAL	27,102.40	28,454.40	32,593.60	34,195.20	35,609.60	37,190.40	39,540.80	
31B		14.46	15.18	17.17	18.00	18.82	19.59	20.86	
		506.10	531.30	600.95	630.00	658.70	685.65	730.10	
		26,317.20	27,627.60	31,249.40	32,760.00	34,252.40	35,653.80	37,965.20	
		578.40	607.20	686.80	720.00	752.80	783.60	834.40	
		30,076.80	31,574.40	35,713.60	37,440.00	39,145.60	40,747.20	43,388.80	
31C		15.92	16.72	18.93	19.86	20.74	21.60	23.00	
		557.20	585.20	662.55	695.10	725.90	756.00	805.00	
		28,974.40	30,430.40	34,452.60	36,145.20	37,746.80	39,312.00	41,860.00	
		636.80	668.80	757.20	794.40	829.60	864.00	920.00	
		33,113.60	34,777.60	39,374.40	41,308.80	43,139.20	44,928.00	47,840.00	
31D		17.33	18.20	20.62	21.60	22.67	23.54	25.02	
		606.55	637.00	721.70	756.00	789.95	823.90	875.70	
		31,540.60	33,124.00	37,528.40	39,312.00	41,077.40	42,842.80	45,536.40	
		693.20	728.00	824.80	864.00	902.80	941.60	1,000.80	
		36,046.40	37,856.00	42,889.60	44,928.00	46,945.60	48,963.20	52,041.60	
31E		18.96	19.91	22.51	23.54	24.62	25.73	27.35	
		663.25	696.85	787.85	823.90	861.70	900.55	957.25	
		34,489.00	36,236.20	40,968.20	42,842.80	44,808.40	46,828.60	49,777.00	
		758.00	796.40	900.40	941.60	984.80	1,029.20	1,094.00	
		39,416.00	41,412.80	46,820.80	48,963.20	51,209.60	53,518.40	56,888.00	
31F		20.68	21.72	24.54	25.73	26.90	28.08	29.79	
		723.80	760.20	858.90	900.55	941.50	982.80	1,042.65	
		37,637.60	39,530.40	44,662.80	46,828.60	48,958.00	51,105.60	54,217.80	
		827.20	868.80	981.60	1,029.20	1,076.00	1,123.20	1,191.60	
		43,014.40	45,177.60	51,043.20	53,518.40	55,952.00	58,406.40	61,963.20	
31G		22.55	23.69	26.80	28.08	29.31	30.64	32.55	
		789.25	829.15	938.00	982.80	1,025.85	1,072.40	1,139.25	
		41,041.00	43,115.80	48,776.00	51,105.60	53,344.20	55,764.80	59,241.00	
		902.00	947.60	1,072.00	1,123.20	1,172.40	1,225.60	1,302.00	
		46,904.00	49,275.20	55,744.00	58,406.40	60,964.80	63,731.20	67,704.00	
31H		24.43	25.64	29.01	30.36	31.77	33.16	35.24	
		855.05	897.40	1,015.35	1,062.60	1,111.95	1,160.60	1,233.40	
		44,462.60	46,664.80	52,798.20	55,255.20	57,821.40	60,351.20	64,136.80	
		977.20	1,025.60	1,160.40	1,214.40	1,270.80	1,326.40	1,409.60	
		50,814.40	53,331.20	60,340.80	63,148.80	66,081.60	68,972.80	73,299.20	
31I		26.41	27.72	31.37	32.90	34.39	35.91	38.14	
		924.35	970.20	1,097.95	1,151.50	1,203.65	1,256.85	1,334.90	
		48,066.20	50,450.40	57,093.40	59,878.00	62,589.80	65,356.20	69,414.80	
		1,056.40	1,108.80	1,254.80	1,316.00	1,375.60	1,436.40	1,525.60	
		54,932.80	57,657.60	65,249.60	68,432.00	71,531.20	74,692.80	79,331.20	
31J		28.47	29.88	33.83	35.46	37.04	38.65	41.09	
		998.45	1,045.80	1,184.05	1,241.10	1,296.40	1,352.75	1,438.15	
		51,815.40	54,381.60	61,570.60	64,537.20	67,412.80	70,343.00	74,783.80	
		1,138.80	1,195.20	1,353.20	1,418.40	1,481.60	1,546.00	1,643.60	
		59,217.60	62,150.40	70,366.40	73,756.80	77,043.20	80,392.00	85,467.20	

MME 7/1/17 - 6/30/18

RANGE		Hired Before						
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
31A	HOURLY	13.27	13.93	15.96	16.74	17.44	18.21	19.36
	35 WEEK	464.45	487.55	558.60	585.90	610.40	637.35	677.60
	35 ANNUAL	24,151.40	25,352.60	29,047.20	30,466.80	31,740.80	33,142.20	35,235.20
	40 WEEKLY	530.80	557.20	638.40	669.60	697.60	728.40	774.40
	40 ANNUAL	27,601.60	28,974.40	33,196.80	34,819.20	36,275.20	37,876.80	40,268.80
31B		14.73	15.46	17.49	18.33	19.17	19.95	21.25
		515.55	541.10	612.15	641.55	670.95	698.25	743.75
		26,808.60	28,137.20	31,831.80	33,360.60	34,889.40	36,309.00	38,675.00
		589.20	618.40	699.60	733.28	766.80	798.00	850.00
		30,638.40	32,156.80	36,379.20	38,126.40	39,873.60	41,496.00	44,200.00
31C		16.21	17.03	19.28	20.23	21.12	22.00	23.43
		567.35	596.05	674.80	708.05	739.20	770.00	820.05
		29,502.20	30,994.60	35,089.60	36,818.60	38,438.40	40,040.00	42,642.60
		648.40	681.20	771.20	809.20	844.80	880.00	937.20
		33,716.80	35,422.40	40,102.40	42,078.40	43,929.60	45,760.00	48,734.40
31D		17.65	18.64	21.00	22.00	22.99	23.98	25.48
		617.75	648.90	735.00	770.00	804.65	839.30	891.80
		32,123.00	33,742.80	38,220.00	40,040.00	41,841.80	43,643.60	46,373.60
		706.00	741.60	840.00	880.00	919.60	959.20	1,019.20
		36,712.00	38,563.20	43,680.00	45,760.00	47,819.20	49,878.40	52,998.40
31E		19.30	20.28	22.93	23.98	25.08	26.21	27.86
		675.50	709.80	802.55	839.30	877.80	917.35	975.10
		35,126.00	36,909.60	41,732.60	43,643.60	45,645.60	47,702.20	50,705.20
		772.00	811.20	917.20	959.20	1,003.20	1,048.40	1,114.40
		40,144.00	42,182.40	47,694.40	49,878.40	52,166.40	54,516.80	57,948.80
31F		21.06	22.12	24.99	26.21	27.40	28.60	30.34
		737.10	774.20	874.65	917.35	959.00	1,001.00	1,061.90
		38,329.20	40,258.40	45,481.80	47,702.20	49,868.00	52,052.00	55,218.80
		842.40	884.80	999.60	1,048.40	1,096.00	1,144.00	1,213.60
		43,804.80	46,009.60	51,979.20	54,516.80	56,992.00	59,488.00	63,107.20
31G		22.97	24.13	27.30	28.60	29.85	31.21	33.15
		803.95	844.55	955.50	1,001.00	1,044.75	1,092.35	1,160.25
		41,805.40	43,916.60	49,686.00	52,052.00	54,327.00	56,802.20	60,333.00
		918.80	965.20	1,092.00	1,144.00	1,194.00	1,248.40	1,326.00
		47,777.60	50,190.40	56,784.00	59,488.00	62,088.00	64,916.80	68,952.00
31H		24.88	26.11	29.55	30.92	32.36	33.77	35.89
		870.80	913.85	1,034.25	1,082.20	1,132.60	1,181.95	1,256.15
		45,281.60	47,520.20	53,781.00	56,274.40	58,895.20	61,461.40	65,319.80
		995.20	1,044.40	1,182.00	1,236.80	1,294.40	1,350.80	1,435.60
		51,750.40	54,308.80	61,464.00	64,313.60	67,308.80	70,241.60	74,651.20
31I		26.90	28.23	31.95	33.51	35.03	36.57	38.85
		941.50	988.05	1,118.25	1,172.85	1,226.05	1,279.95	1,359.75
		48,958.00	51,378.60	58,149.00	60,988.20	63,754.60	66,557.40	70,707.00
		1,076.00	1,129.20	1,278.00	1,340.40	1,401.20	1,462.80	1,554.00
		55,952.00	58,718.40	66,456.00	69,700.80	72,862.40	76,065.60	80,808.00
31J		29.00	30.43	34.46	36.12	37.73	39.37	41.85
		1,015.00	1,065.05	1,206.10	1,264.20	1,320.55	1,377.95	1,464.75
		52,780.00	55,382.60	62,717.20	65,738.40	68,668.60	71,653.40	76,167.00
		1,160.00	1,217.20	1,378.40	1,444.80	1,509.20	1,574.80	1,674.00
		60,320.00	63,294.40	71,676.80	75,129.60	78,478.40	81,889.60	87,048.00

MME 7/1/18 - 6/30/19

		Hired Before 7/1/03						
RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
31A	HOURLY	13.52	14.19	16.26	17.05	17.76	18.55	19.72
	35 WEEK	473.20	496.65	569.10	596.75	621.60	649.25	690.20
	35 ANNUAL	24,606.40	25,825.80	29,593.20	31,031.00	32,323.20	33,761.00	35,890.40
	40 WEEKLY	540.80	567.60	650.40	682.00	710.40	742.00	788.80
	40 ANNUAL	28,121.60	29,515.20	33,820.80	35,464.00	36,940.80	38,584.00	41,017.60
31B		15.00	15.75	17.81	18.67	19.52	20.32	21.64
		525.00	551.25	623.35	653.45	683.20	711.20	757.40
		27,300.00	28,665.00	32,414.20	33,979.40	35,526.40	36,982.40	39,384.80
		600.00	630.00	712.40	746.80	780.80	812.80	865.60
		31,200.00	32,760.00	37,044.80	38,833.60	40,601.60	42,265.60	45,011.20
31C		16.51	17.35	19.64	20.60	21.51	22.41	23.86
		577.85	607.25	687.40	721.00	752.85	784.35	835.10
		30,048.20	31,577.00	35,744.80	37,492.00	39,148.20	40,786.20	43,425.20
		660.40	694.00	785.60	824.00	860.40	896.40	954.40
		34,340.80	36,088.00	40,851.20	42,848.00	44,740.80	46,612.80	49,628.80
31D		17.98	18.88	21.39	22.41	23.42	24.42	25.95
		629.30	660.80	748.65	784.35	819.70	854.70	908.25
		32,723.60	34,361.60	38,929.80	40,786.20	42,624.40	44,444.40	47,229.00
		719.20	755.20	855.60	896.40	936.80	976.80	1,038.00
		37,398.40	39,270.40	44,491.20	46,612.80	48,713.60	50,793.60	53,976.00
31E		19.66	20.66	23.35	24.42	25.54	26.69	28.38
		688.10	723.10	817.25	854.70	893.90	934.15	993.30
		35,781.20	37,601.20	42,497.00	44,444.40	46,482.80	48,575.80	51,651.60
		786.40	826.40	934.00	976.80	1,021.60	1,067.60	1,135.20
		40,892.80	42,972.80	48,568.00	50,793.60	53,123.20	55,515.20	59,030.40
31F		21.45	22.53	25.45	26.69	27.91	29.13	30.90
		750.75	788.55	890.75	934.15	976.85	1,019.55	1,081.50
		39,039.00	41,004.60	46,319.00	48,575.80	50,796.20	53,016.60	56,238.00
		858.00	901.20	1,018.00	1,067.60	1,116.40	1,165.20	1,236.00
		44,616.00	46,862.40	52,936.00	55,515.20	58,052.80	60,590.40	64,272.00
31G		23.39	24.58	27.81	29.13	30.40	31.79	33.76
		818.65	860.30	973.35	1,019.55	1,064.00	1,112.65	1,181.60
		42,569.80	44,735.60	50,614.20	53,016.60	55,328.00	57,857.80	61,443.20
		935.60	983.20	1,112.40	1,165.20	1,216.00	1,271.60	1,350.40
		48,651.20	51,126.40	57,844.80	60,590.40	63,232.00	66,123.20	70,220.80
31H		25.34	26.59	30.10	31.49	32.96	34.39	36.55
		886.90	930.65	1,053.50	1,102.15	1,153.60	1,203.65	1,279.25
		46,118.80	48,393.80	54,782.00	57,311.80	59,987.20	62,589.80	66,521.00
		1,013.60	1,063.60	1,204.00	1,259.60	1,318.40	1,375.60	1,462.00
		52,707.20	55,307.20	62,608.00	65,499.20	68,556.80	71,531.20	76,024.00
31I		27.40	28.75	32.54	34.13	35.68	37.25	39.57
		959.00	1,006.25	1,138.90	1,194.55	1,248.80	1,303.75	1,384.95
		49,868.00	52,325.00	59,222.80	62,116.60	64,937.60	67,795.00	72,017.40
		1,096.00	1,150.00	1,301.60	1,365.20	1,427.20	1,490.00	1,582.80
		56,992.00	59,800.00	67,683.20	70,990.40	74,214.40	77,480.00	82,305.60
31J		29.54	30.99	35.10	36.79	38.43	40.10	42.62
		1,033.90	1,084.65	1,228.50	1,287.65	1,345.05	1,403.50	1,491.70
		53,762.80	56,401.80	63,882.00	66,957.80	69,942.60	72,982.00	77,568.40
		1,181.60	1,239.60	1,404.00	1,471.60	1,537.20	1,604.00	1,704.80
		61,443.20	64,459.20	73,008.00	76,523.20	79,934.40	83,408.00	88,649.60

MME 7/1/19 - 6/30/20

RANGE								Hired Before
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	7/1/03 STEP G
31A	HOURLY	13.76	14.44	16.54	17.35	18.07	18.87	20.07
	35 WEEK	481.60	505.40	578.90	607.25	632.45	660.45	702.45
	35 ANNUAL	25,043.20	26,280.80	30,102.80	31,577.00	32,887.40	34,343.40	36,527.40
	40 WEEKLY	550.40	577.60	661.60	694.00	722.80	754.80	802.80
	40 ANNUAL	28,620.80	30,035.20	34,403.20	36,088.00	37,585.60	39,249.60	41,745.60
31B		15.26	16.03	18.12	19.00	19.86	20.68	22.02
		534.10	561.05	634.20	665.00	695.10	723.80	770.70
		27,773.20	29,174.60	32,978.40	34,580.00	36,145.20	37,637.60	40,076.40
		610.40	641.20	724.80	760.00	794.40	827.20	880.80
		31,740.80	33,342.40	37,689.60	39,520.00	41,308.80	43,014.40	45,801.60
31C		16.80	17.65	19.98	20.96	21.89	22.80	24.28
		588.00	617.75	699.30	733.60	766.15	798.00	849.80
		30,576.00	32,123.00	36,363.60	38,147.20	39,839.80	41,496.00	44,189.60
		672.00	706.00	799.20	838.40	875.60	912.00	971.20
		34,944.00	36,712.00	41,558.40	43,596.80	45,531.20	47,424.00	50,502.40
31D		18.29	19.21	21.76	22.80	23.83	24.85	26.40
		640.15	672.35	761.60	798.00	834.05	869.75	924.00
		33,287.80	34,962.20	39,603.20	41,496.00	43,370.60	45,227.00	48,048.00
		731.60	768.40	870.40	912.00	953.20	994.00	1,056.00
		38,043.20	39,956.80	45,260.80	47,424.00	49,566.40	51,688.00	54,912.00
31E		20.00	21.02	23.76	24.85	25.99	27.16	28.88
		700.00	735.70	831.60	869.75	909.65	950.60	1,010.80
		36,400.00	38,256.40	43,243.20	45,227.00	47,301.80	49,431.20	52,561.60
		800.00	840.80	950.40	994.00	1,039.60	1,086.40	1,155.20
		41,600.00	43,721.60	49,420.80	51,688.00	54,059.20	56,492.80	60,070.40
31F		21.83	22.92	25.90	27.16	28.40	29.64	31.44
		764.05	802.20	906.50	950.60	994.00	1,037.40	1,100.40
		39,730.60	41,714.40	47,138.00	49,431.20	51,688.00	53,944.80	57,220.80
		873.20	916.80	1,036.00	1,086.40	1,136.00	1,185.60	1,257.60
		45,406.40	47,673.60	53,872.00	56,492.80	59,072.00	61,651.20	65,395.20
31G		23.80	25.01	28.30	29.64	30.93	32.35	34.35
		833.00	875.35	990.50	1,037.40	1,082.55	1,132.25	1,202.25
		43,316.00	45,518.20	51,506.00	53,944.80	56,292.60	58,877.00	62,517.00
		952.00	1,000.40	1,132.00	1,185.60	1,237.20	1,294.00	1,374.00
		49,504.00	52,020.80	58,864.00	61,651.20	64,334.40	67,288.00	71,448.00
31H		25.78	27.06	30.63	32.04	33.54	34.99	37.19
		902.30	947.10	1,072.05	1,121.40	1,173.90	1,224.65	1,301.65
		46,919.60	49,249.20	55,746.60	58,312.80	61,042.80	63,681.80	67,685.80
		1,031.20	1,082.40	1,225.20	1,281.60	1,341.60	1,399.60	1,487.60
		53,622.40	56,284.80	63,710.40	66,643.20	69,763.20	72,779.20	77,355.20
31I		27.88	29.25	33.11	34.73	36.30	37.90	40.26
		975.80	1,023.75	1,158.85	1,215.55	1,270.50	1,326.50	1,409.10
		50,741.60	53,235.00	60,260.20	63,208.60	66,066.00	68,978.00	73,273.20
		1,115.20	1,170.00	1,324.40	1,389.20	1,452.00	1,516.00	1,610.40
		57,990.40	60,840.00	68,868.80	72,238.40	75,504.00	78,832.00	83,740.80
31J		30.06	31.53	35.71	37.43	39.10	40.80	43.37
		1,052.10	1,103.55	1,249.85	1,310.05	1,368.50	1,428.00	1,517.95
		54,709.20	57,384.60	64,992.20	68,122.60	71,162.00	74,256.00	78,933.40
		1,202.40	1,261.20	1,428.40	1,497.20	1,564.00	1,632.00	1,734.80
		62,524.80	65,582.40	74,276.80	77,854.40	81,328.00	84,864.00	90,209.60

**AGREEMENT BETWEEN
THE CITY OF MERIDEN AND
COALITION HEALTH INSURANCE**

7/1/17 – 6/30/20

PPO Phase Out / HSA COST SHARES

The parties agree that negotiations for a successor agreement for health care effective 7/1/20 will begin no later than 9/2/19.

PPO PLAN

The PPO will be phased out for all new employees as of 6/30/17. Any current employee enrolled in the PPO as of 6/30/17 may remain on the PPO Plan. Any employee who enrolls in the HSA for 7/1/17 – 6/30/18 must remain in the HSA until 6/30/18 however during Open Enrollment employees may enroll back in the PPO Plan for 7/1/18 through 6/30/19. Once an election is made during open enrollment for a given year the employee must stay in the chosen plan for that benefit year during the term of this agreement.

The PPO will change as follows:

7/1/17	21% / 23%
7/1/18	22% / 24%
7/1/19	23% / 25%

An employee who will be precluded from participating in the HSA bank account because the individual is/will be enrolled in Medicare Part A and / or received non-preventative medical services from the VA in the fiscal year will be enrolled in the PPO plan as of July 1st of that year. The PPO cost share for these employees is 3% less than the current PPO cost share for all three years.

For example 7/1/17 PPO 18% with wellness / 20% Without wellness

<u>Benefit</u>	Changes to the PPO		
	<u>7/1/17</u>	<u>7/1/18</u>	<u>7/1/19</u>
Drug co pay 2X for 100 day supply	10/25/40	10/25/40	10/25/40
Office visit	30	30	30
ER	75	75	75
Urgent Care	30	30	30
In Patient/ Outpatient	250	250	250

HSA Plan deductible

Single - \$2,000
2 Member / Family - \$4,000

City's Contribution to HSA Account

Single - \$1,000
2 Member / Family - \$2,000

H S A - Bi Weekly Cost Share

Currently

With wellness 11%
Without Wellness 13%

Effective 7/1/17

Wellness 11%
Without Wellness 13%

Effective 7/1/18

Tier 2 wellness 12%
Tier 1 wellness 13%
Without wellness 15%

Effective 7/1/19

Tier 2 wellness 12%
Tier 1 wellness 14%
Without wellness 17%

Wellness Rate Effective for 7/1/18

Tier 1 – Biometric Blood Draw

In order to qualify for wellness the employee must participate in the blood draw and meet the targeted wellness goal.

*targeted wellness score not applicable to first year participants.

Tier 2 – Biometric And Primary Care

Employee must meet Tier 1 requirement to qualify for the additional Tier 2 incentive.

An employee can qualify for an additional wellness incentive if the employee and spouse (if applicable) have a physical /preventative exam.

Female employees or spouses may have their qualifying preventative exam at their primary care provider or OB/GYN.

Tier 1 incentive will apply in the fiscal year immediately following the annual biometric screening (typically March of the previous fiscal year)

Tier 2 incentive previous physical exam must occur in the calendar year immediately preceding the fiscal year.

Any accrued sick time payouts to which employee is entitled as of June 30, 2017 or longevity payments in December can be placed directly into an HSA account up to the annual IRS limits. HSA Contribution forms for the sick time payout need to be submitted to the Human Resource Office by June 1st or next business day of the respective year. Longevity Contribution forms must be received by November 1st or next business day of the respective year.

For all employees entering the HSA as of July 1, 2017 for the first time the following shall apply:

- 1) Each will automatically qualify for "wellness" without the need for a blood draw for the year 7/1/17 - 6/30/18. For each year thereafter, each will have to meet the requirements of the "wellness" program in order to qualify for same.
- 2) The City will fully fund its fifty percent contribution to each employee's account in the first pay period in July, 2017. For each year thereafter, the City will fund its contribution to each account in the same manner as is provided for all other employees, i.e. half in July and half in January of each year.

CITY OF MERIDEN

UNION

Guy Scaife
Guy Scaife, City Manager

[Signature]

Date: 6/8/17

John Miller 6/8/17
John Miller - Staff Representative

Patricia Bissonnette
Patricia Bissonnette - President Public Health Nurses

Diane Larson
1303-405 ~~Diane Larson~~ - Municipal Dispatchers - Local
Censio Ramos

Jeannine Fitzgerald President 6/7/17
Jeannine Fitzgerald - President ~~MME~~ Local 595
AFSCME

[Signature]
Danny Pellegrino - President, Local 740

AFSCME LOCAL 595

ARTICLE XIX – Transportation Allowance and Safety Equipment

List of employees who are entitled to Work Boots as of 1/10/16

PUBLIC WORKS-

ENGINEERING DIVISION:

(2 employees) Construction/Survey Technician
Draftsperson
Survey Assistant II
Chief Surveyor

TRAFFIC DIVISION:

Electronic Technician II
Electronic Technician I
Traffic Sign Maintainer

CITY GARAGE:

Public Works Clerk

DEPT OF DEVELOPMENT/ENFORCEMENT:

Chief Housing Inspector
(3) Housing Inspector
Plumbing/Mechanical Inspector
Building/Electrical Inspector
Structural Inspector

ASSESSOR'S OFFICE:

(1) Assessment Technician (who performs field work)

WATER DIVISION:

Cross Connection Technician

(2) Sanitarian I **
(2) Sanitarian II ** (**Added via agreement 4/17/17)

This list represents 22** Positions that are currently filled.