



**Borough of Naugatuck
Office of Human Resources**

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Memorandum

DRAFT

To: Board of Mayor and Burgess
From: John Lawlor, Human Resource Director
Re: Contract Settlement Summary – DPW AFSCME
Date: February 4, 2014

The parties agreed to the following with regard to a successor collective bargaining agreement for the period from **July 1, 2012 through June 30, 2015**, which on January 7, 2014 was ratified by the Union's membership.

Wages:

July 1, 2012 to June 30, 2013: **2.15% GWI**
July 1, 2013 to June 30, 2014: **2.15% GWI**
July 1, 2014 to June 30, 2015: **2.20% GWI**

Insurance:

PPO Health Benefit Plan:

Co-Pays:

	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>
Office	\$25	\$25	\$25
Inpatient	\$200	\$200	\$200
Outpatient	\$150	\$150	\$150
ER	\$100	\$100	\$100
Urgent Care	\$25	\$25	\$25
Prescription:	\$5/\$25/\$40	\$5/\$25/\$40	\$5/\$25/\$40

Out of Network Deductible \$1,000/\$2,000/\$2,500

70%/30%

High Deductible Health Plan (HDHP):

Effective January 1, 2013: \$2,000/\$4,000 deductible
100% in network/70% out of network after deductible
\$2,000/\$4,000 in network/\$4,000/\$8,000 out of network

If an employee elects the HDHP Plan, in year 1 of the contract (January 1, 2013), the Borough agrees to contribute seventy percent (70%) of the deductible; in year two of the contract (January 1, 2014), the Borough agrees to contribute sixty percent (60%) of the deductible and in year 3 of the contract (January 1, 2015), the Borough agrees to contribute fifty percent (50%) of the deductible.

Effective July 1, 2012 eligible bargaining unit employees will contribute a cost-share toward the annual premium of the aforementioned plans in the following amounts:

	<u>July 1, 2012</u>	<u>July 1, 2013</u>	<u>July 1, 2014</u>
PPO Health Benefit Plan	8% 9% (1-1-13)	10%	11.5%
	<u>Jan. 1, 2013</u>	<u>Jan 1, 2014</u>	<u>Jan 1, 2015</u>
HDHP Plan	2%	4%	6%

Wage Classifications:

Clean-up and streamlined wage classifications from eight (8) divisions (Road Maintenance, Sanitation, Sewer Crew, Garage, Parks Department, Engineering, Industrial Park, Golf Course) with forty-one (41) positions to two (2) divisions (Operations/Maintenance and Engineering) and nineteen (19) positions.

Upon attrition, promotion, demotion or transfer of current employees on or after July 1, 2013, wage classifications will be further streamlined as positions are no longer occupied resulting in wage classifications of two (2) divisions (Operations/Maintenance and Engineering) and nine (9) positions.

GPS/Security Cameras:

Borough retains the right to install in Borough vehicles or Borough facilities.

Payment for unused Sick Days:

- Employees hired on or after January 1, 2013 payment for maximum of thirty (30) days.
- Employees hired prior to January 1, 2013 with less than ninety (90) sick days accumulated as of July 1, 2012 payment for a maximum of ninety (90) days.

- Employees hired prior to January 1, 2013 with ninety (90) or more sick days accumulated shall receive payment for all sick days, however may not receive payment beyond the number of accumulated sick days as of July 1, 2012.

Drug and Alcohol Free Workplace Policy:

Agreed to an established Drug and Alcohol Free Workplace Policy, that includes random testing of alcohol and drugs for all employees. Policy agreed to is consistent with the policies agreed to with Fire and Police.

Miscellaneous:

- Clean-up of Recognition Clause to reflect the reduction of division within DPW.
- Life insurance from \$20K to 1x's base earnings to max of \$50,000.
- Increase probationary period from 90 days to 120 days.
- Effective 7/1/2013 increase cleaning/clothing/safety allowance to \$950 from \$850.
- Increase meal allowance from \$6.00 to \$8.00.
- Inclusion of a formal Management Right Clause.
- Implementation of a more streamlined and structured grievance process.
- Other non-substantive language clean-up.