# **AGREEMENT**

# **BETWEEN**

# THE CITY OF NEW BRITAIN

# **AND**

LOCAL 1186 AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES COUNCIL 4, AFL-CIO



AGREEMENT PERIOD

JULY 1, 2020 TO JUNE 30, 2025

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# AGREEMENT BETWEEN THE CITY OF NEW BRITAIN AND LOCAL 1186, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL 4, AFL-CIO

This agreement is entered into by and between the City of New Britain (hereinafter referred to as the "City"), and Local 1186 of Council 4, of the American Federation of State, County and Municipal Employees AFL-CIO (hereinafter referred to as the "Union"). It is the intention of the parties entering into this Agreement to maintain a harmonious relationship between them recognizing the legitimate needs of the employees covered as well as the obligation of the City to the public.

# ARTICLE I – UNION RECOGNITION

- 1.0 The City recognizes the Union as the sole and exclusive bargaining agent for the purposes of collective bargaining pursuant to the terms and conditions of the Municipal Employees Relations Act with respect to rates of pay, wages, salaries, hours of employment and other conditions of employment for all employees in classifications listed in the compensation plan appended hereto, and any and all employees paid from funds obtained by the City from federal, state or other sources, with the exception of those covered by the job classifications listed in Appendix B of this Agreement, and with the further exception of all uniformed and investigatory employees of the Fire and Police Departments.
- 1.1 No job classification included in the bargaining unit under Section 1.0 above shall be reclassified outside the unit as defined above during the life of this Agreement without mutual consent of the parties.
- 1.2 If the City shall create any new position during the life of this Agreement, it will meet with the Union in an attempt to arrive at a mutual determination as to inclusion or exclusion from the bargaining unit. In the event they are unable to agree, the City at its option may rescind the creation of the position or refer the matter to the State Labor Relations Board for determination under Section 7-471 (2) of the General Statutes in which event, the City's option to rescind will no longer be effective.

If the position is determined to be within the scope of the bargaining unit, the City and the Union must agree on proper pay grade or use the services of the State Board of Mediation and Arbitration as stated above.

1.3 The City of New Britain shall furnish to the Union Secretary upon request, a list of new employees showing:

Date of Hire
Name of Employee
Address of Employee
Employee's Social Security Number

Department Position Rate of Pay 1.4 The term "employee" as used in this Agreement shall not include temporary or seasonal personnel. Temporary or seasonal personnel are those employed for not more than 180 calendar days within a calendar year, except as noted below. The Union shall be notified of the hiring of any temporary or seasonal personnel.

Seasonal personnel assigned to the Golf Course may be extended beyond the 180-day limit, up to the maximum number of days the course is open to the public. Seasonal employees will not be used in lieu of the full-time employees currently assigned to the Golf Course.

Seasonal employees in the Parks and Cemeteries may work from April 1 of each year to Thanksgiving Day. Effective March 1, 2014, seasonal employees in the Department of Public Works may be employed from March 1<sup>st</sup> through the 1<sup>st</sup> Friday in December each year.

Temporary employees hired to fill a vacant bargaining unit position may be extended beyond the 180-day limit if the City is actively taking steps to fill the position.

# ARTICLE II – THE RIGHTS OF THE CITY

2.0 Unless expressly limited or relinquished below by a specific section of this Agreement, the rights, power and authority held by the City and any of its Departments, Agencies or Boards pursuant to any Charter, general or special statute, ordinance, regulation or other lawful provision over matters involving the municipality, and the complete operational control over the policies, practices, procedures and regulations with respect to its employees shall remain vested solely and exclusively in the City of New Britain.

# ARTICLE III – UNION SECURITY

- 3.0 The City agrees to deduct an initiation fee, weekly dues, or service fees as specified by the Secretary of the Union from the wages of all City employees covered by this Agreement, provided, however, that the City has been duly authorized by the employees to make such deduction.
- 3.1 All employees hired into a collective bargaining unit position may, upon completion of thirty (30) calendar days of employment, become and remain union members in good standing in accordance with the provisions of the International Constitution or pay to the Union a service fee that's determined by the Union.
- 3.2 The total amount of dues deducted for any week shall be remitted to the Financial Officer of the Union no later than the following week.
- 3.3 The weekly remittance of dues or service fees to the Union will be accompanied by a list of names of employees from whose wages, dues or service fee deductions have been made.

- 3.4 The City agrees that there will be no lockout of any employee or employees during the life of this Agreement. The Union and the individual employees covered hereunder expressly agree that there will be no strike, slowdown, work stoppage or other interference with the operations of the City during the life of this Agreement.
- 3.5 The City agrees to deduct from the weekly pay of bargaining unit members who authorize such deductions from their wages, such amounts as each individual employee wishes to contribute to the National People Committee of AFSCME. It is understood that such contributions are voluntary and are not required as a condition of employment. The Union shall provide to the City authorization for payroll deductions signed by the employee, with the weekly deduction amount clearly indicated. The City agrees that the total amount deducted, along with a list of names of contributors and individual contributions shall be forwarded to Local 1186 on a monthly basis. Checks for such amounts shall be made payable to the National People Committee.
- 3.6 The Union agrees to indemnify and save the City harmless against any and all claims demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City for the purpose of complying with the payroll deduction provisions of this Article.

# ARTICLE IV - SENIORITY

- 4.0 Seniority is defined as the length of service of the employee in the bargaining unit from the last date of employment by the City. Employees who were employed under EEA or CETA and who had no break in full-time service prior to entering City service, shall have such EEA or CETA time credited for the purpose of seniority, longevity and vacation entitlement. Service as a temporary full-time or temporary part-time employee does not count towards seniority.
- 4.1 The City will maintain a seniority list for all departments, which shall be revised as of January 1<sup>st</sup> of each year and a copy furnished to the Union no later than February 1<sup>st</sup>. Any claims for correction of such list must be submitted to the Human Resources Director in writing by the Union within thirty (30) days of its receipt of the seniority list. The Human Resources Director shall respond within thirty (30) days of such notification by the Union. If no agreement is reached the Union may file a grievance within thirty (30) days.
- 4.2 (A) No employee shall attain seniority rights under this Agreement until the employee has worked twelve (12) months in the Department for which employed. During such period the employee shall be subject to all other clauses of this Agreement but shall be on probation and may be discharged by the City for any reason and without recourse to the grievance and arbitration provision of this Agreement by either the Union or the employee. Upon completion of the probationary period, the employee's seniority shall date back to the time the employee started work with the City. The probationary period may be extended upon the recommendation of the Department Head or designee and with the approval of the Human Resources Director and the Union, providing such recommendation is

made at least two (2) weeks prior to the expiration of the initial probationary period.

- (B) At any time during the initial probationary period, the Department Head or designee may recommend in writing to the Human Resources Director the removal of an employee, if in his/her opinion, the working test indicates that such employee is unable or unwilling to perform the duties of the position satisfactorily or that his/her habits and dependability do not merit his/her continuance in the service. Such recommendation of the Department Head or designee and the reasons therefore shall be in writing to the Human Resources Director with a copy to the employee and to the Union if it requests it. No employee shall be removed from a position during his/her probationary period without the approval of the Human Resources Director. The employee, if removed, shall not have any right to be restored to the eligibility list from which he/she was appointed.
- 4.3 (A) Examinations shall be open to bargaining unit employees who have completed their initial probationary period and meet the established qualification standards as stated in the respective job descriptions.
  - (B) The probationary period for promotional appointments is six (6) months. During the probationary period, an employee shall receive a written evaluation at the end of two (2) months and at the end of four (4) months. Such evaluations shall indicate to the employee the areas where performance has been satisfactory and those where improvements are needed. In the latter case, the improvements required shall be clearly indicated. A supervisor familiar with the employee's job performance and work habits shall complete the evaluations. The evaluating supervisor with or without Department Head or designee shall meet with the employee to review each evaluation. An employee who fails to pass the probationary period in the judgment of the Department Head or designee shall be reinstated to the position occupied immediately prior to his/her promotion. In the event an evaluation is not completed at the times specified above, the employees' performance shall be considered to have been satisfactory. The employee may be removed at any time during the probationary period for failure to meet the performance standards of the position.

Under extenuating circumstances, the probationary period may be extended for up to three (3) months upon the recommendation of the Department Head or designee and with the approval of the Human Resources Director and the Union providing such recommendation is made at least two (2) weeks prior to the expiration of the probationary period.

(C) A position may be filled on an acting basis for a period not to exceed six (6) months. This provision shall apply to any bargaining unit vacancy occurring after the signing of this Agreement. Any acting position beyond six (6) months must be agreed to by the City and the Union. Employees who are on their initial probation shall not be eligible to serve in an acting capacity until their initial probation has been completed unless no non-probationary employee is willing to accept the position.

- 4.4 An employee shall lose his/her seniority only under the following conditions:
  - (A) Termination of employment by voluntary resignation or discharge for just cause.
  - (B) Failure to respond within seven (7) working days after having been notified to return to work pursuant to notice of recall given to a laid-off employee; Notice of recall shall be sent by certified mail with return receipt requested and shall be sent to the employee's last known address.
  - (C) Failure to return to work at the expiration of a leave of absence.
  - (D) Refusal to accept recall from layoff when the classification and pay grade are the same as those held by the employee at the time of layoff. An employee shall be allowed one refusal of recall to any position rated lower than the position held at the time of layoff.
  - (E) Remaining on the recall list for more than twenty-four (24) consecutive months.

An employee who is promoted outside the bargaining unit shall lose his/her seniority benefits for the purpose of layoff, promotion and vacation selection unless such employee returns to a bargaining unit position within six (6) months of the promotion.

# ARTICLE V – LAYOFF RECALL, TRANSFER AND VOLUNTARY DEMOTION

- 5.0 Layoff shall mean any of the following measures initiated by the City:
  - (A) Involuntary, non-discipline termination of an employee because of lack of work, elimination of a position, or the elimination of an activity.
  - (B) Reduction of an employee's hours of work, below the established workweek for the classification.
  - (C) Demotion of an employee unrelated to any disciplinary action or performance evaluation made in lieu of (A) or (B) above.
- 5.1 The City shall notify the Union and the employee at least two (2) weeks in advance of any layoff of a permanent employee.
- 5.2 Layoffs shall take place within a Department or Division as identified in Appendix A. Layoffs of field personnel shall be within the department with the least senior employee being laid off first. Layoffs of clerical personnel shall be within the department with the least senior employee being laid off first. For either field or clerical personnel the order of layoff shall be as follows:
  - (A) Substitute Employees

- (B) Temporary and Seasonal Employees
- (C) Part-time Employees (working less than the standard workweek for the classification)
- (D) Full-time employees serving an initial probationary period
- (E) Permanent full-time employees
- 5.3 (A) BUMPING: In lieu of layoff, an employee may elect to bump into a lower class within the Department or Division in which the employee works, providing the employee previously had permanent status in such lower class or has the minimum qualifications of the classification as determined by the Human Resources Director and providing the employee to be replaced has less seniority.

An employee electing the option to bump must submit his/her request in writing to the Department Head or designee and the Human Resources Director within five (5) working days of receipt of notice of layoff. Upon a decision to bump, the Department Head or designee shall reassign the employee to the lower classification if the employee meets the requirements as set forth above.

- (B) BUMPING CITY-WIDE: In the event an employee scheduled to be laid off does not qualify to bump into a lower class within his/her Department or Division, the employee may elect to bump outside his/her Department or Division. In order to exercise such option the employee must submit his/her request in writing to the Human Resources Director within the five (5) day period cited in (A) above. Upon receipt of such notice, the Human Resources Director shall assign the employee to the position held by the least senior employee in the City who is in the same or lower class in which he or she meets the minimum qualifications outlined in the job description as determined by the Human Resources Director.
- Any employee who is laid off, involuntarily demoted (bumped) or had his/her hours of work reduced in accordance with Section 5.0 of this Article shall have his/her name placed on a reemployment list(s). An employee shall be entitled to specify placement on the reemployment list(s) for any and all classifications in which he/she held permanent status. The names of employees shall be arranged on the reemployment list in order of seniority and shall remain thereon for a period of two (2) years.
- 5.5 Any individual recalled under the provisions of this Article shall not suffer any loss of rights, privileges or benefits.
- 5.6 Employees on a reemployment list shall be rehired, reclassified to their former positions or reinstated to their former workweek in accordance with their seniority and there shall be no appointments to such positions from outside the bargaining unit until employees on such reemployment list have been restored to their original status.
- 5.7 An employee appointed from a reemployment list to a position in his/her former classification shall be paid at the same pay step as held when he/she was reduced in status or laid off.

- 5.8 In the event an employee is recalled into a lower classification, or assigned to a lower classification in lieu of layoff, such employee shall be paid at the pay step in the lower classification which is closest to but not more than his/her previous step.
- 5.9 The following Union Representatives who are employees shall have top seniority during their terms of office to be applied to all cases of a decrease in a working force: President, (8) Vice Presidents, Treasurer, Secretary, (6) Trustees, Sergeant at Arms, Departmental Stewards (not more than one (1) per Department per shift nor in any event more than an average of one (1) Steward per fifty (50) employees or major fraction thereof in the bargaining unit). In the event of Union restructure, no more than three (3) additional officials may be included by the Union for purposes of this section.
- 5.10 Prior to filling a position from an open competitive list, the City shall post that such position is available to bargaining unit members in an equivalent class and grade. An eligible employee who desires to transfer to such position must file a transfer request with the Human Resources Director. A transfer may be effected upon acceptance by the Department Head or designee in which the vacancy exists and approval of the Human Resources Director. No person shall be transferred to a position for which he/she does not possess the minimum qualifications.

When an employee is transferred from one department to another, the employee shall retain seniority in the department from which transferred and shall be considered a probationary employee in the second department until the employee has worked sixty (60) days therein. At the end of the probationary period, seniority shall be transferred to the new department. If an employee in a position filled by transfer is removed during the probationary period, he/she shall be reinstated in a position in the classification occupied by the employee immediately prior to the transfer. If no vacancy in that class exists at the time, then the provision governing layoff shall be applied.

5.11 Employee requests for voluntary demotion to a vacant position in a lower job classification for which they are qualified shall be subject to the approval of the Department Head(s) or designee affected and the Human Resources Director. If more than one department is involved, agreement must be obtained from both Department Heads or designee in addition to the Human Resources Director. Notice of the action taken by the Department Head or designee shall be given promptly to the employee. Denial of a voluntary demotion shall not be subject to the grievance procedure unless such voluntary demotion is requested for health reasons which are substantiated by medical documentation to the satisfaction of the City. The City reserves the right to question the employee's Doctor and to send the employee to a Doctor of its choice.

Such voluntary demotion may be given without the necessity for a competitive examination. If the employee's salary is higher than the maximum for the class to which he/she is being demoted, the employee shall be placed at the maximum salary for the class. If his/her salary is less than the maximum for the class, he/she shall be placed in the next lower step in the new salary range. An employee must serve a probationary period of sixty (60) working days in the case of a voluntary demotion to a position not previously held. If the employee does not successfully complete the probationary period

in the judgment of the Department Head or designee with the approval of the Human Resources Director, he/she may be reassigned, transferred or terminated but such action may be appealed through the grievance procedure.

- 5.12 The City of New Britain reserves the right to transfer an employee to any department or division within his or her classification.
- 5.13 Effective July 1, 2017, the minimum staffing for field positions shall be 112. The 112 shall include employees from Stanley Golf Course, Fairview Cemetery, Fleet and Parks Mechanics, Building Maintainers, Property Management security guards, parking attendants and custodians, Filtration Plant, Utility Staff and staff of the Parks, Streets, Sanitation and Sewer Division and all other 1186 field personnel.

# ARTICLE VI – HOURS OF WORK OVERTIME AND HOLIDAY PREMIUM PAY

- 6.0 (A) The regular workweek and work day for City Hall offices, clerical workers in the Police Department, and other administrative and clerical employees shall be seven and one-quarter (1/4) working hours a day (8:15 A.M. to 4:00 P.M. with one-half (1/2) hour for lunch) five (5) consecutive days a week, Monday through Friday.
  - (B) Any employee who works the above schedule will be entitled to one (1) thirty (30) minute break each day to be taken in the morning or afternoon with the approval of the supervisor.
  - (C) If the City so decides, the Town Clerk, and Revenue Division which includes Tax, City Assessor, Parking Tickets and Water and Sewer Billing and Collection will work either one or all of the following work schedules, Monday through Friday:

8:15 A.M. to 4:00 P.M.

8:45 A.M. to 4:30 P.M.

9:15 A.M. to 5:00 P.M.

Such working schedules will be subject to the following provisions:

- 1. The alternate working hours schedule will be operative for a two-year period.
- 2. An employee's selection of a working schedule will be binding for two months except in the case of an emergency.
- 3. If there are no volunteers for the above working schedules, the City has the right to assign the least senior qualified employees to such shifts.

- 4. If more requests for specific work schedules are received than can be accommodated, preference will be given on the basis of departmental seniority.
- 5. The City may, upon two weeks' notice, except in an emergency where no notice is required, discontinue the above working schedules. If this occurs, the normal working schedule will be implemented.
- 6. A review and any necessary modifications may be made after six (6) month, or at other times deemed practicable by the City and the Union.

In addition to the above, the City, if it decides to do so, may offer the employees in the above three departments, the opportunity to work extended working hours to 7:00 P.M. on Thursday evenings as it deems practicable. Employee shall only work such hours on a voluntary basis. If such hours are worked, the employee(s) shall receive compensatory time as provided for in Section 6.1.C. Employees who volunteer for such Thursday working schedule must be able to provide the necessary services to the public as determined by the Department head or designee. If at any time coverage of the extended hours on Thursday nights is not provided on a voluntary basis sufficient to meet the needs of these departments, the City and the Union agree to meet and discuss.

Employees in the Town Clerk's Office shall all become a notary public. The City agrees to pay the employee to get their Notary and shall pay all costs associated with renewing their Notary.

- 6.1 For all other employees covered under this Agreement, the regular workweek and workday shall be as follows:
  - A. Cemetery Five (5) days, forty (40) hours per week, eight (8) hours per day 7:00 A.M. to 3:00 P.M. Break schedule will be; 20 minute AM break, 18 minute paid lunch, 20 minute PM break. Employees hired prior to January 1, 1975 shall work Monday through Friday, employees hired after January 1, 1975 may be scheduled to work Tuesday through Saturday.
  - B. At the following City Facilities:

Badolato Garage:	Watchperson	8 a.m. – 5 p.m. (1 hour lunch)
Szczesny Garage:	Watchperson Cashier Clerk #1 Cashier Clerk #2	7 a.m. – 4 p.m. (1 hour lunch) 7:30 a.m. – 4 p.m. (1/2 hour lunch) 9 a.m. – 5:30 p.m. (1/2 hour lunch)
Government Ctr.:	Watchperson #1 Watchperson #2 Cashier #1 Cashier #2 Cashier #3	7 a.m. – 3:30 p.m. (1/2 hour lunch) 10:30 a.m. – 7 p.m. (1/2 hour lunch) 8 a.m. – 4:30 p.m. (1/2 hour lunch) 9 a.m. – 5:30 p.m. (1/2 hour lunch) 10 a.m. – 6:30 p.m. (1/2 hour lunch)

Government Ctr.: Laborer 6 a.m. – 2:30 p.m. (1/2 hour lunch)

Police Dept.: Custodian #1 6 a.m. - 2:30 p.m. (1/2 hour lunch)

Custodian #2 7 a.m. - 3:30 p.m. (1/2 hour lunch) Custodian #3 3 p.m. - 11:30 p.m. (1/2 hour lunch)

City Hall: Custodian #1/PW Maintainer 6 a.m. - 2:30 p.m. (1/2 hour lunch)

Custodian #1 4 p.m. – Midnight (Mon. – Thurs.)

3 p.m. - 11 p.m. (Friday)

Custodian Foreperson 3 p.m. – 11 p.m. (Mon. – Fri.)

2 p.m. - 10 p.m. (on as needed basis)

Watchperson 4 p.m. – Midnight (Mon. – Thurs.)

3 p.m. - 11 p.m. (Friday)

Facilities and Energy

General Foreperson 7:30 a.m. – 4 p.m. (1/2 hour lunch)

Facilities Maintainer 7:30 a.m. – 4 p.m. (1/2 hour lunch)

Clerical 8:15 a.m. -4 p.m. (1/2 hour lunch)

- C. Public Works Department Field Operations (excluding Golf Course and Cemetery), Fleet and Facilities Management and Utility Division Five (5) days, forty (40) hours per week, eight (8) hours per day, Monday through Friday. Employees shall work from 7:00 A.M. to 3:00 P.M. Break schedule will be; 20 minute A.M. break, 18 minute paid lunch, 20 P.M. break.
- D. Golf Course Five (5) days, forty (40) hours per week, eight (8) hours per day. After the last Friday of September, employees shall work from 7:00 a.m. to 3:00 p.m. with a half hour paid lunch and a 15 minute break in the morning.

From the first Monday on or after April 17<sup>th</sup> through last Friday of September, the Golf Division will change its work hours from 6:00 a.m. to 2:00 p.m. with a half hour paid lunch and a 15 minute break in the morning.

The following full time, permanent employees of the Golf Division Michael Posten, Robert Douglas and Sebastiano Adorno will receive a stipend payment during each year in the following amounts: Groundskeepers \$3,500.00; Technician \$4,200.00. The stipend payment will be paid in two equal installments, the first to be paid the last week of July and the second to be paid in the first week of October. If Michael Posten, Robert Douglas and/or Sebastiano Adorno separate from the City, their replacements will not be paid a stipend.

All Golf Division employees and seasonal workers assigned to the Golf Course will report to work Monday through Friday excluding holidays from 6:00 a.m. to 2:00

p.m. during the summer hours schedule and 7:00 a.m. to 3:00 p.m. during winter months.

Local 1186 agrees that overtime at the Golf course will be first offered to full-time permanent employees of the Golf Course in Local 1186. If all full-time permanent employees of the Golf Course in Local 1186 refuse, the City can then use seasonal workers assigned to the Golf Course for overtime.

# E. Water Department:

Employees of the Water Treatment Plant Division will maintain the normal hours of work.

Filtration Plant Operators work 3 shifts:

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8 a.m. – 4 p.m.
4 p.m. – 12:00 midnight
12:00 midnight – 8 a.m.
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For Clerical and Administrative employees in the Filter Plant work hours are 8:15 a.m. – 4:00 p.m., Monday – Friday.

- F. Civilian employees of the Police Department Five (5) days, thirty-six and one-quarter (36.25) hours per week, seven and one-quarter (7.25) hours per day, Monday through Friday, 8:15 a.m. 4:00 p.m. with a 30 minute unpaid lunch. With the approval of the Department Head or designee, work force may change the lunch period to meet circumstances.
- G. Senior Citizens Center:

Travel and Trip Coordinator works a 36.25 hour week.

Senior Center Building and Grounds Maintainer works a flexible schedule within the two schedules below:

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7:00 a.m. – 3:30 p.m.
12 noon – 8:30 p.m.
(40 hours per week)
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H. Employees working on any shift or workweek shall be given preference by seniority to transfer to any other shift or workweek provided a vacancy exists in the same classification. Such transfer may be made only once during the life of this Agreement.

#### I. GENERAL

The Department of Public Works is solely responsible for snow/ice removal operations on all city streets, parks, and parks maintained sidewalks and roads and this work is considered shared overtime among the Field Services, Utility and Fleet Divisions of Public Works, and the conditions of this amendment pertain to only the members of Public Works employees who are eligible for Public Works' Winter Storm Operations.

#### II. STAFFING FOR WINTER STORM OPERATIONS WORK ASSIGNMENTS

- A. Winter Storm Operations shall be offered and tracked separately from regular overtime. For overtime equity associated with Public Works Winter Storm Operations the following shall apply:
  - Unless otherwise noted, all Local 1186 job classifications in the Public Works Department that have a CDL requirement are eligible to sign up for a "Snow Priority List" for the general work assignments associated with Winter Storm Operations by October 15<sup>th</sup> each year. Employees that sign up for the "Snow Priority List" will have first priority for calls-ins and scheduled overtime. For overtime equity purposes employees on the "Snow Priority List" shall be equalized among each other. The following job positions are not eligible to sign up for the "Snow Priority List":
    - a) Local 1186 Public Works Supervisors.
    - b) Local 1186 Fleet Division employees and Facility Division employees (if applicable).
    - c) Local 1186 Water Caretakers.
    - d) Local 1186 Job classifications associated with the operation of the Water Treatment Plant.
  - 2) General Foreperson supervisory responsibilities for Winter Storm Operations shall be assigned based on job classification, with the exception that Winter Storm Operations on dead end roads, complaint response, and major park roads shall be considered shared work between the Public Works and Parks General Foreperson job classifications.
  - Foreperson "chaser" supervisory responsibilities for Winter Storm Operations shall be considered shared work between Public Works Foreperson job classification and Field Services Division Supervisors (excluding General Foreperson). Overtime hours associated with "chaser" responsibilities shall be tracked on a Snow Overtime Equity List.
    - i. The City is NOT required to assign a Foreperson as a chaser when only sidewalk operations are occurring and when the Parks General Foreperson is working; and

- ii. In addition to the Parks General Foreperson, the City will assign a Foreperson as a chaser for larger park operations which include Park Roads, Dead Ends and Complaints.
- 4) Local 1186 Supervisors from Public Works Utility Division shall serve as back-up supervisors for both the Public Works Snow Operations.
- 5) All Local 1186 Public Works Fleet Division employees shall be pooled for the Fleet Management duties related to Winter Snow Operations and snow overtime shall be distributed and snow overtime equity shall be achieved accordingly. Related to this, a minimum of one (1) fleet mechanic shall be called in for half snow shifts and a minimum of two (2) fleet mechanics shall be called in for full snow shifts.

The City will assign one (1) mechanic to perform fleet management duties during sidewalk operations ONLY for sidewalk operations and/or portion of sidewalk operations which occur after regular scheduled work hours on the weekdays, or on the weekends and holidays, and if no mechanics are working during that time period. The City shall not be required to assign a mechanic to any sidewalk operation or any portion of a sidewalk operation which occurs during the regular work day or while a Street snow shift is in progress and mechanics are already working.

- All Public Works employees that hold a valid Class A or B CDL license are eligible to perform other Winter Storm Operations related work assignments as back-ups to the employees on the "Snow Priority List". Back-up assignments will be assigned from the lowest <u>eligible</u> job classification to the highest job classification.
- 7) The City reserves the right to skip employees (ex. Supervisors, Fleet Employees) when filling "back-ups" to staff Winter Storm Operations in situations where they may be needed for their primary duty on a following shift.
- 8) Effective the 2021/2022 Winter Season, employees that sign up for the "Snow Priority List" and get six (6) or more refusals in three (3) consecutive winter seasons shall not be eligible for the "Snow Priority List" the following Snow Equity Year. If an employee is offered two overlapping shifts in the same time period and refuses both, he/she shall only receive one refusal but shall be charged for the hours of the shift with the greatest hours.

# III. SHIFTS FOR WINTER STORM OPERATIONS WORK ASSIGNMENTS

A. Work assignments for Winter Storm Operations shall be staffed based on alternating shifts. The first and last shift of a Winter Storm Operations may last up to 18 hours with middle shifts (if needed) lasting 12 hours. Shift changes will be scheduled at noon and midnight.

- 1. For winter storms only, which are predetermined prior to the regular workday (i.e. 7 A.M. to 3 P.M. Monday to Friday) to have multiple shifts, the Union agrees that the City has the right to change regular work hours for employee(s) on shifts for winter storm operations; and
- 2. For storms that occur during the work week Monday to Friday, if the first shift of a multi shift storm is less than 12 hours long, and a second shift is starting at 12 noon, employees working that first shift will be allowed to continue to work from 12 p.m. to 3 p.m. at straight time or an employee may choose to go home and not be charged accrued time provided they have met their Connecticut Municipal Retirement System (CMERS) full work day requirement (i.e. 8 hours); and
- 3. For storms that occur during the work week Monday to Friday, when a shift is scheduled for noon, employees working that shift shall report to work at noon and shall be guaranteed a minimum of 12 hours pay provided that shift was scheduled prior to 5:00 A.M. on the normal workday. When a shift is scheduled for noon after 5 A.M. on the normal workday (i.e. employees are reporting for work at 7:00 A.M.) employees working that shift shall be paid for their hours worked; and
- 4. For any multi shift storm, the final shift shall be in accordance with Section 6.2 III G of the Collective Bargaining Agreement. For example, in a three shift storm, the third shift is the final shift and the employees working the third shift shall be allowed "to work until the end of their normal work day at time and one-half (1.5) or work until noon of that work day and leave without needing to use earned time. Overtime hours not worked shall be charged for employees that elect to leave at noon."
- B. Work assignments for supervisors and fleet employees for each shift of a Winter Storm Operations shall be staff independently.
- C. General work assignments for each shift of a Winter Storm Operations shall be offered in the following order:
  - 1) Public Works employees on the "Snow Priority List" until exhausted.
  - 2) Public Works employees on the "Snow Priority List" already working a current shift. The City maintains the option of limiting the number of consecutive shifts beyond double shifts that an employee can work.
  - 3) Fleet employees unless Section 6.2 II A.7 applies
  - 4) Public Works "Back-up" employees including Public Works employees eligible to sign-up for the Snow Priority List that did not sign up and Public Works employees that have "struck out" based on refusals in accordance with Section 6.2 II A 8. Assignments for employees covered by this subsection shall be mandatory based upon lowest to highest seniority if required to meet the needs of winter storm operations and overtime equity shall not apply. This does not apply to supervisors and fleet employees.

- D. Employees called in to work prior to establishment of a snow shift shall be guaranteed a minimum of four (4.0) hours call in time or hours worked, whichever is greater.
- E. Employees working Winter Storm Operations for longer duration storms (lasting longer than twelve (12) hours) shall be provided a meal allowance. The meal allowance shall involve an employee being given an additional \$12.00 per each continuous eight (8) hours of Winter Snow Operations worked. Any meal allowances paid will be added to an employee's pay check.
- F. When City-wide Winter Snow Operations are ongoing Public Works employees that are assigned to the current shift shall be compensated at time and a half (1.5) for their hours worked. Employees that are called in to perform Winter Storm Operations work in relief of an on-shift employee shall be compensated at time and one-half (1.5) for their relief hours worked. This shall apply to employees working in relief of an on-shift employee during their four (4) hour rest period, in relief of employees that need to leave a shift for a sickness or emergency, in relief of utility workers that had to leave a shift to respond to a utility emergency, and/or other similar circumstances.
- G. For Winter Storm Operations that last 6 hours or more, and that concludes either at the beginning of, or during a regular workday, employees that worked the final shift of the storm operation shall be allowed work until the end of their normal workday at time and one-half (1.5) or work until noon of that workday and leave without needing to use earned time. Overtime hours not worked shall be charged for employees that elect to leave at noon.
- H. Public Works employees not working a current shift are eligible to do snow plowing, snow blowing, hand work and other related work during regular work hours.
- I. During Winter Storm Operations employees will be allowed one 30 minute break and two 15 minute breaks per eight (8) continuous hours worked.
- J. Employees working a Winter Storm Operation will be given a 4-hour rest period at the completion of 18 hours of duty, or earlier at the City's discretion, provided that the completion of the Winter Storm Operation does not occur within that timeframe. The City maintains the option of either staggering 4-hour paid rest periods or scheduling them together, and shall make efforts to schedule rest periods during nighttime hours. The start of the 18-hours of duty shall be measured from the beginning of that employee's work hours or the end of that employee's previous rest period.
- K. Employees are required to stay on City premises, or at an agreed to location, during 4-hour paid rest periods unless otherwise approved by the Public Works Supervisor in charge of the Snow Operation. Cots will be provided for employees during the 4-hour rest period. Additionally, shower facilities will be provided for Winter Storm Operations lasting longer than 24 hours for employees working double shifts.

- L. All classifications of City employees involved in Winter Storm Operations are required to remain working until their shift is completed unless otherwise approved by the Public Works Supervisor in-charge of the Snow Operation.
- M. In cases where an employee has worked an overtime work assignment prior to the regular work day and/or the Snow Operation, and where the employee would be due a 4-hour rest period during their shift the employee is required to let the supervisor filling the snow shift know this prior to accepting the Snow overtime assignment. In these cases if the Supervisor does not use this employee for the shift they will not be charged the hours or charged a refusal.
- N. During Winter Storm Operations the City shall make a good faith effort to call in City employees prior to outside contractors and in general, contractors shall only be used in emergency situations.
- O. The provisions for double time and holiday pay will remain as stated in the current Agreement in Article VI, Section 6.3(B).
- IV. OVERTIME EQUITY AND REFUSALS FOR WINTER STORM OPERATIONS
- A. Overtime equity for Winter Snow Operations shall be tracked and equalized per winter season.
- B. Each employee is required to supply the City phone numbers (up to 2) that the City will use to call in that employee for Winter Storm Operations. A refusal occurs:
  - 1) If an employee fails to answer the call from the Public Works Supervisor filling staff for a Public Works Snow Operation with the following exceptions:
    - a) If the individual is on Active Duty for Military Training; or
    - b) If the individual was scheduled for a subsequent shift and did not anticipate being called provided, however, the City fills the shift.
  - 2) The individual claims an illness and then reports to their next regularly scheduled shift.
  - 3) The individual refuses to report to work or states they are not available to work.
- C. All Snow Operations overtime hours offered or worked shall be charged to an employee's applicable equity list except as provided in Section 6.2 III C 4.
- D. An on-shift employee that is offered, but does not accept, work for the next shift of a Winter Storm Operation shall have these hours charged as not available, but shall not be charged as a refusal.

- E. An employee that cannot work a Snow Operation overtime assignment due to a medical issue or an illness that prevented them from working this overtime assignment shall not be charged a refusal provided they can provide a doctor's note or adequate documentation within seven (7) calendar days.
- F. An employee on bereavement leave in accordance with the language in the Local 1186 Agreement shall not be charged a refusal.
- G. An employee that cannot accept a snow shift because they are either scheduled for or are already working a regular overtime assignment shall be charged for the hours missed, but shall not be charged a refusal.
- H. Supervisors eligible for Winter Storm Operations, Fleet Division employees, and employees on the "Snow Priority List" that complete the entire winter season with less than 6 refusals shall be awarded one (1) personal day on April 15<sup>th</sup> of the applicable calendar year. This personal day is required to be used within six (6) months of the day it was earned.
- I. Public Works Employees shall typically be offered snow overtime prior to calling in outside contractors except in cases of emergency where the health and safety of the public is a major factor.
- J. Employees shall receive (2) passes per winter season from being charged a refusal for time they are on a pre-approved vacation. Each pass shall apply to vacation approvals between 1 and 7 calendar days approved in writing.
- K. Winter Storm Operations overtime equity shall be considered achieved for an employee if an employee's hours are within 10% of the average overtime equity amount for all the employees on their equity list at the end of the overtime equity year which shall be between October 15<sup>th</sup> and April 15<sup>th</sup>.
- L. Winter Storm Operations "Back-up" work shall be offered from the lowest to the highest <u>eligible</u> job classification, and shall be tracked, but is not eligible for overtime equity unless otherwise noted.
- M. Winter Storm Operations "Back-up" work by Supervisors and Fleet Employees shall be tracked on these employees Overtime Equity Lists. Supervisors and Fleet Employees shall not be charged refusals for "Back-up" assignments they do not accept but they shall be charged the hours.
- N. If the City cannot fill its Winter Storm Operations to full staffing levels through a voluntary process, participation for Winter Storm Operations shall be mandatory and shifts shall be filled based on lowest to highest seniority. In cases where an employee has already refused this shift and is then required to work the refusal shall be removed. Cases of hardship will be considered if it is necessary to fill snow shifts utilizing this provision.

- O. To better equalize the benefit of double time versus time and a half overtime assignments, all overtime equity shall be tracked based on overtime hours paid, and not on overtime hours worked.
- P. Snow Equity Lists for all Public Works employees shall be revised after every storm and the list shall be conveniently posted as soon as possible. Further the City agrees to send the snow equity list to the Local 1186 Union president within a reasonable time of the completion of the storm.

The City and the Union will continue to keep the lines of communication open as it pertains to Winter Storm Operations to help ensure successful operations for all parties involved.

- 6.3 (A) Time and one-half shall be paid as follows:
  - 1. For all work performed by an employee in excess of his/her regular workday or workweek.
  - 2. For all work performed on the sixth day of an employee's regular workweek as set forth in Section 6.0.
  - (B) Double time shall be paid as follows:
    - 1. For all work performed on the seventh day of the employee's regular workweek as set forth in Section 6.0.
    - 2. For all work performed on holidays plus regular holiday pay.
  - (C) Employees may opt to receive compensatory time off in lieu of cash payment. The City has the option to elect compensatory time off for any one (1) overtime opportunity worked by each employee in each month at the applicable rate.
    - 1. Requests for compensatory time off shall be processed in the same manner as vacation leave.
    - 2. Compensatory time shall be taken within one (1) year from the date earned unless approved by the employee's Department Head or designee.
    - 3. Employees shall be allowed to accrue no more than forty (40) hours of compensatory time per fiscal year unless otherwise approved by the Department Head or designee. Effective July 1, 2022, employees shall be allowed to accrue no more than fifty (50) hours of compensatory time per fiscal year unless otherwise approved by the Department Head or designee.
    - 4. Compensatory time shall be taken in half hour increments. Compensatory time shall not be used for tardiness.
  - (D) Any employee who refuses to report for a scheduled overtime assignment on five (5) occasions during the overtime equalization year will not be eligible for overtime equity for the remainder of that year. In addition, any future call-in will be subject

- to the discretion of the City. Scheduled overtime is defined as an overtime assignment made at least seventy-two (72) hours in advance.
- 6.4 (A) Full-time permanent employees within a department shall be given preference on all overtime assignments.
  - (B) Overtime work for all employees of the department shall be assigned as set forth in the Memorandum of Understanding, which was signed by the Union and City on October 28, 2013 and the Amendment to that Memorandum of Understanding, which was signed by the Union and City on December 6, 2013 both documents are attached hereto as Appendix F and G and incorporated herein by reference.
  - (C) The Union shall be given upon request, a list of all overtime hours, rates paid to each employee as of October 1<sup>st</sup> and April 1<sup>st</sup>.
  - (D) Overtime hours shall not be considered as part of an employee's regularly scheduled hours of work.
  - (E) (1) An employee called in to work outside regularly scheduled working hours shall be guaranteed a minimum of four (4) hours pay at one and one-half (1 ½) times or double time, whichever is applicable. The minimum four (4) hours shall be for each call-in event and the change of the day shall not break the continuity of the four (4) hour minimum. If an employee is required to return to work during any four (4) hour call in period, he or she shall only receive one (1) four (4) hour call in. This does not apply to additional call ins if they are outside of the 4 hour time frame of a call in
    - Whenever overtime of two (2) hours or less prior to the start of a regular workday is scheduled at least seventy-two (72) hours in advance, the employee shall be guaranteed a minimum of two (2) hours at the time and one-half rate. If such overtime is scheduled on a weekend or holiday, or with less than seventy-two (72) hours' notice, the provisions of (1) above shall apply.
    - (3) When overtime is requested of an employee, which overtime shall extend the normal end of an employee's shift and said employee elects with the supervisor's approval to perform said overtime prior to the start of said employee's normal shift, said employee shall be paid for the actual time worked prior to said shift at time and one-half of said employee's normal hourly rate.
    - (4) An employee who is scheduled to attend a meeting of a City board, commission or committee outside of his/her work hours shall be guaranteed a minimum of two (2) hours at the time and one half rate or hours worked at the time and one half rate whichever is greater.

- (F) An employee working a workweek other than the basic Monday through Friday workweek shall be given preference by seniority to transfer to the regular workweek provided a vacancy exists in the same classification.
- (G) If the City decides to create shifts other than those already established by the Agreement, the following procedures will take place:
  - 1. Current full-time bargaining unit employees shall first be asked to volunteer to move to a shift other than the one they are currently assigned. The City agrees that there will be no mandatory transfers of present employees who are on the payroll as of July 1, 1999 to either the second or third shift.
  - 2. The City shall reserve the right to assign permanent bargaining unit employees hired after 7/1/99 to either the 2<sup>nd</sup> or 3<sup>rd</sup> shift.

# ARTICLE VII – LEAVE PROVISIONS

- 7.0 (A) Each employee hired on or before September 25, 1996 shall receive leave of absence with full pay for sickness at the rate of one and one-fourth (1 ¼) days a month, cumulative to a maximum of two hundred and fifty (250) working days. Upon written request, each employee shall be notified of accumulated sick leave by letter during the month of January of each year.
  - (B) Each employee hired after September 25, 1996 shall receive leave of absence with full pay for sickness at the rate of one (1) day a month, cumulative to a maximum of one hundred and fifty (150) days. Employees will receive no compensation for unused sick leave upon separation from service.
  - (C) Personal leave days will be granted to each employee based on the number of annual sick days used at the end of each fiscal year (June 30) according to the schedule below. Employees on a leave of absence without pay during the fiscal year will not be entitled to personal days under this section. Personal days must be used (1) year from the date earned and normally shall be scheduled at least twenty-four (24) hours in advance with the employee's Department Head or designee but this shall not preclude the Department Head or designee from granting such time off with lessor notice. An employee who is at the maximum sick leave accumulation will earn personal leave days in the same manner as other employees although such days may not be credited to the maximum sick leave accumulation.

Number of Sick Days Used	Number of Personal Days Earned		
0	6		
½ to 4	5		

(D) Employees hired after July 1<sup>st</sup> in any fiscal year may earn two (2) personal leave days to be used in the following fiscal year, provided they have worked more than

- six (6) months and have perfect attendance in the fiscal year in which they were hired.
- (E) The City reserves the right to propose an alternative to the present sick leave program (i.e., a short-term and/or long-term disability program). Such proposal, however, shall be subject to full negotiations with the Union and may not be implemented unilaterally by the City. Any such agreed upon change shall be subject to ratification by Union members.
- (F) Employees while out on sick leave shall not work for any other employer during work hours.
- 7.1 (A) Paid sick leave for any day will be allowed only if an employee reports such absence to the immediate supervisor or authorized agent prior to the start of the shift, or as soon thereafter as possible. Extenuating circumstances will be taken into consideration. Sick leave can be used in 1 hour increments.
  - (B) An investigation by a non-bargaining unit member shall be made to determine the validity of a sick leave claim including a request for the employee involved to submit a medical certificate to substantiate the illness. In no event shall any claim for sick leave in excess of three (3) consecutive working days be approved without the employee involved submitting such medical certificate to the Department Head or designee.
- 7.2 (A) In the case of an employee's used sick leave, he or she, if the Department Head or designee so elects, must complete a sick leave usage form stating whether or not medical assistance was required. The form must be signed by the employee.
  - (B) Sick leave in excess of the amount stipulated in this rule may be granted by the respective Department Head or designee with the prior approval of the Human Resources Director who shall be presented with a complete statement as to the reason and necessity for such extension, provided however, that a sick leave may be extended beyond the time earned up to a limit of thirty (30) days with pay provided that the employee, upon return to work, pays this back at the rate as follows:
    - 1. Each employee hired on or before September 25, 1996 shall pay this back at the rate of one-half (1/2) day, per month, while the balance of three-fourths (3/4) day may be credited to the employee's account.
    - 2. Each employee hired after September 25, 1996 shall pay this back at the rate of one-half (1/2) day, per month, while the balance of one-half (1/2) day may be credited to the employee's account.
  - (C) Sick leave in excess of the amount earned will not become effective until the employee has exhausted all other time due. All employees shall sign a stipulated agreement for personal liability to reimburse to the City in monies for all time extended or balance due the City at the time of their leaving the employment of the City.

7.3 In the event of death in the employee's immediate family or the immediate family of his/her spouse or civil union partner, the employee shall be granted a minimum of three (3) days and may request up to five (5) successive regular work days absence without loss of pay to attend the funeral except that the maximum time for a brother-in-law and/or sister-in-law shall be two (2) days. Three of the five working days are not to be deducted from the employee's sick leave account. Immediate family for purpose of this clause is defined as parents, grandparents, spouse, brother, sister, child or grandchild and also any relation who is domiciled in the employee's household. Proof of death may be required by the Human Resources Director. Any days deducted from an employee's sick leave account for this purpose shall not be counted as an occurrence for purposes of a performance evaluation.

Other individuals domiciled in the employee's household, or their immediate family members, will be considered on a case-by-case basis and will not have recourse to the grievance and/or arbitration procedure. Proof of death may be required by the Human Resources Director.

- 7.4 For all employees hired on or before September 25, 1996, at the time of employee's retirement or death, he/she or the beneficiary shall receive, on the basis of current wages, full compensation for any unused accumulated sick leave. The payout for eligible employees shall be changed to 20% of the first seventy-five (75) days and 35% of the next one hundred and seventy-five (175) days.
- 7.5 (A) Whenever an employee is absent from work due to an injury or other incapacity resulting from his/her employment with the City, and is entitled to compensation under the Workers' Compensation Act, such absence shall not be charged against the employee's accumulated sick leave for a period not to exceed six (6) consecutive months. During said period, such employee shall be paid wages which together with weekly Workers' Compensation checks do not exceed his/her regular net weekly wage. If an employee is absent for this cause beyond six (6) months, the employee may, at his/her option make-up the difference between weekly Workers' Compensation checks and his/her regular net weekly wage through the use of accumulated sick leave to the extent it is available. Such differential will only be permitted for no more than two years. Thereafter, the employee shall receive only his/her Workers' Compensation entitlement.

Net pay shall mean gross base pay less deductions for pension, income tax and FICA, if applicable.

- (B) The City may assign any "light duty" medically able Local 1186 employee who has incurred a work related injury to any work duties, which the employee is medically able to perform in any department or job classification at the applicable rate of pay or his/her former rate, whichever is highest.
- 7.6 Any permanent full-time employee in the bargaining unit who is a member of the National Guard or Naval Militia or the Military or Naval Forces of the United States who is required to undergo field training therein, shall be entitled to leave of absence

with full pay for the period of such field training not to exceed ten working days per fiscal year. The said leave of absence shall be in addition to the annual vacation leave. A statement from military authorities evidencing such attendance shall be required by the City. The statement shall include rank, pay and allowance.

- 7.7 When the serious illness or injury of the employee's immediate family requires the employee's personal attendance to care for such family member, up to five (5) working days per year chargeable to sick leave shall be granted, provided, however, that the employee shall, unless otherwise excused by the Human Resources Director, furnish a medical certificate. The Department Head may, upon application and the showing of extenuating circumstances, extend the leave which will be charged to sick leave. For purposes of immediate family, it is defined as spouse, parents, grandparents, child, stepchild, brother, sister or a relative domiciled in the household.
- 7.8 (A) Upon written request and with the approval of the Department Head and Human Resources Director, a leave of absence for a specified purpose and for a specific period not exceeding one (1) calendar year may be granted to the employee of the City without pay and without loss of seniority. Employees on a leave of absence for other than medical incapacity will be required to pay for their health insurance after the first month of such leave at the group rate if they choose to continue such insurance.
  - (B) Unpaid maternity leaves shall be granted for a period of three (3) months. Such leave shall begin at a time determined by the employee's personal physician. In the event the employee is unable to return to work at the end of the maternity leave period for medical reasons, an extension of up to three (3) months shall be granted by the Human Resources Director provided the employee's physician provides written justification for the need for such an extension.
  - (C) In addition to (A) above, a leave of absence without pay up to a total of ten (10) working days in any fiscal year may be granted by the Department Head to any employee with not less than six (6) months of employment.
- 7.9 Union Offices and/or delegates shall be granted leave with pay not to exceed four hundred (400) hours per fiscal year to conduct union business and to attend officially sponsored meetings, conferences or conventions providing no compensation for loss of time is received by the employees from the Union. Such leave shall only be granted upon prior notification of the Union President to the Department Head and shall be subject to his/her approval. The Department Head shall notify the Human Resources Director.
- 7.10 Employee summoned to jury duty will be paid the difference, if any, between the pay for jury service and their regular day's pay, provided that the employee notifies the Department Head at the time of receipt of summons, furnishes proof of jury service, and any payment received and reports back to the department for work on any day or portion thereof when the jury is not in session. An employee who volunteers for jury duty will be permitted a leave of absence without pay or to use any accumulated paid vacation or personal leave days.

7.11 No employee will be eligible for sick leave during any period he/she is eligible for and/or collecting Workers' Compensation from an employer other than the City of New Britain.

# ARTICLE VIII – VACATIONS

- 8.0 Employees shall earn vacation credits according to the schedule cited below. Vacation time is credited on a monthly basis (with the exception of Section 8 A and B below) and may be taken by the employee as it is earned. Effective July 1, 2024, vacation time shall be credited on an annual basis (with the exception of Section 8A and B below) on the anniversary date of each employee. Effective July 1, 2022, a committee of the City and Union shall be established to determine the procedures for this transition.
  - (A) An employee after six (6) months but less than one (1) year of continuous service shall be entitled to a vacation of one (1) week, five (5) working days with pay.
  - (B) The employee who has completed one (1) year of continuous service shall be entitled to a vacation with pay of two (2) weeks, ten (10) working days annually provided the employee has not exercised the option in sub-section (A) above.
  - (C) An employee who has completed the required years of continuous service below shall be entitled to a vacation with pay as follows:

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Two (2) years up to and including four (4) years:

-- Ten (10) working days—
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Five (5) years up to and including nine (9) years:

-- Fifteen (15) working days—

Ten (10) years up to and including fourteen (14) years:

-- One additional day for each year of service over nine (9) years to a maximum of twenty (20) working days with fourteen (14) years service--

Fifteen (15) years up to and including twenty (20) years:

-- Twenty (20) working days--

Twenty-one (21) years up to and including twenty-five (25) years:

-- One additional day for each year of service over twenty (20) years to a maximum of twenty-five (25) working days with twenty-five (25) years service--

- 8.1 The vacation period will be set by mutual agreement between the Department Head and the employees except that seniority shall govern preference, provided a department's efficiency is not impaired. Whenever there is a conflict in requested dates, preference shall be given to the more senior employee. However, once a vacation request is approved, the employee shall not be bumped out of his/her vacation request by a more senior employee. Vacation leave can be used in 1 hour increments.
- 8.2 (A) Any accrued pro-rata vacation pay due an employee at the time of separation from City service, regardless of the reason, shall be paid in a lump sun.
  - (B) In the event of the death of an employee, the employee's legal representative shall receive any accrued, pro-rata vacation pay.
- 8.3 When a holiday as specified in Article X occurs during a regular vacation, such time shall be charged as a holiday and the employee shall not be charged a vacation day for such time.
- 8.4 Vacations shall not be accumulated but *must* be taken within one (1) year of the date earned unless written permission is granted by the Human Resources Director. Upon written request from an employee to carry over vacation time, the Human Resources Director may authorize the carry over up to fifteen vacation days to be used within six months of the employee's anniversary date. The Human Resources Director's decision concerning the carry over of vacation time shall not be subject to the grievance and arbitration procedure.

# ARTICLE IX – DISCIPLINARY PROCEDURE

- 9.0 No employee covered by this Agreement shall be discharged or disciplined except for just cause.
- 9.1 Other than in the case of probationary employees, any disciplinary action including discharge may be appealed through the grievance procedure of this Agreement.
- 9.2 Any disciplinary action shall be stated in writing giving the reason for it and a copy given to the employee and the Union Steward at the time of such action.
- 9.3 Written warnings shall not be used against an employee beyond one (1) year from the date of original issue. The time limits specified herein are valid only when no other disciplinary action has been imposed for the same offense during the specific time period. The Human Resources Director shall attach a notification to all materials concerning a written warning stating that written warning is beyond the one year period and cannot be used against the employee for purposes of progressive discipline provided that the conditions cited above have been met.
- 9.4 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.

The procedure for the imposition of disciplinary action shall occur in the following order:

- (A) Corrective interview conducted during an informal meeting between the supervisor (with or without the Department Head) and the employee. Reference shall be made to the required corrective action. This shall not be considered a disciplinary action.
- (B) Written warning putting the employee on formal notice that unless improvement is shown, further disciplinary action will be taken.
- (C) Letter of reprimand from the Department Head or designee containing a statement of prior efforts made to direct the employee's improvement and specifying a time limit within which a level of improvement must be made.
- (D) Suspension without pay.
- (E) Dismissal.

The order of disciplinary actions specified need to be followed, such as in the case of serious misconduct or when the well being of other employees or the public is at risk. For purposes of the above, the term "supervisor" shall mean the next immediate supervisor excluded from the bargaining unit.

# ARTICLE X – HOLIDAYS

10.0 The recognized paid Holidays shall be as follows:

New Year's Day
Martin Luther King, Jr. Day
Columbus Day
Lincoln's Birthday
Veteran's Day
Washington's Birthday
Thanksgiving Day
Good Friday
Day after Thanksgiving Day
Memorial Day
Christmas Day
Independence Day
Floating Holiday\*

And any Holiday officially proclaimed as such by the Congress of the United States or the Legislature of the State of Connecticut.

\*Effective July 1, 1999, the City may, at its option, upon notice to the Union no later than September 1, 1999 and each September 1<sup>st</sup> thereafter, reinstitute Election Day as a

paid holiday. If not, employees may choose to take their Floating Holiday in lieu thereof. Such Floating Holiday will be scheduled in the same manner as a vacation day.

- 10.1 Holidays falling on a Saturday shall be celebrated on the preceding day.
- 10.2 Holidays falling on a Sunday shall be celebrated on the following Monday.
- 10.3 No holiday pay shall be paid to an employee who is under suspension or on a leave of absence without pay when the holiday occurs.
- 10.4 If a holiday occurs while an employee is out on sick leave, such holiday shall not be charged against the employee's sick leave account.

# ARTICLE XI – WAGES/LONGEVITY

11.0 Wages shall be increased in accordance with the attached compensation plan.

An employee, who is permanently in a position, after having served one (1) year (12 months) in grade will advance to the next step of the pay plan. The implementation of this higher rate will become effective the first full workweek occurring after such twelve (12) month period, provided Civil Service requirements governing such increments have been met. Should any employee be denied their step increase, it shall be grievable. This section shall not apply to any period of time which an employee was acting in a position

- 11.1 (A) An employee temporarily required and assigned to work in a higher classification in an acting basis shall receive an adjusted rate while working in the higher classification in an acting basis. This adjusted rate shall be at least one full step (5% minimum) in the higher classification, provided that one exists.
  - (B) An employee who has been required and assigned to work in a higher classification in an acting basis outside the bargaining unit, after having served one year (12 months) in an acting basis in such higher classification, shall be advanced to the next step of the pay plan to which he/she has been temporarily assigned. In the event the employee continues to be assigned to such higher classification in an acting basis, step advances shall be made annually thereafter.
  - (C) An employee who has been required and assigned to work in a higher classification in an acting basis within the bargaining unit, after having served one year (12 months) in an acting basis in such higher classification, shall be advanced to the next step of the pay plan to which he/she has been temporarily assigned. In the event the employee continues to be assigned to such higher classification in an acting basis, step advances shall be made annually thereafter.
- 11.2 Any employee permanently promoted to a new classification shall receive at least the next higher rate step above the former rate with not less than one (1) full increment step (5% minimum) of the new classification, provided that on exists.

11.3 For each employee hired prior to June 23, 2021 covered by this Agreement with a minimum of five (5) years of continuous service as of April 1<sup>st</sup>, each year the following amounts shall be added to such employee's annual salary for the years of service completed by April 1<sup>st</sup>, of each year:

For five (5) through nine (9) years of service: \$125.00

For ten (10) through fourteen (14) years of service: \$525.00

For fifteen (15) through nineteen (19) years of service: \$600.00

For twenty (20) or more years of service: \$700.00

Such longevity payments shall be made during the month of June each year. In the case of retirement only, the City agrees to prorate the above longevity amounts (1/12 for each month of service). Employees hired after June 23, 2021 shall not be entitled to longevity.

- Employees working on a regularly scheduled shift operation, other than snow removal or other similar emergency type work shall receive a shift differential as follows:
  - (A) Employees on the second shift shall receive 6% in addition to their regular rate.
  - (B) Employees on the third shift shall receive 8% in addition to their regular rate.
  - (C) The City will provide uniforms for the following positions:
    - 1. Meter Technicians, Meter Mechanics and Mechanics Water Department
    - 2. Automotive Mechanic, Mechanic Public Works and Parks Department
    - 3. Equipment Operators in all departments shall be provided summer and winter weight coveralls.
    - 4. Security Guards, Parking Monitors Parking Garage.
    - 5. If in the future the City requires Garage Attendants to wear uniforms, the City will provide such uniforms.
- 11.5 The Union may submit requests for an upgrade and/or title changes to the Department Head who shall provide a recommendation to the Appointing Authority. Any upgrade and/or title change denied by the Appointing Authority may be raised during negotiation of the successor collective bargaining agreement.
- 11.6 (A) In the event that an employee, whose job description requires a CDL or states that it is preferable or who may be required to operate a commercial vehicle as part of his or her job duties cannot obtain medical certification for his/her CDL license through

health insurance, the City shall pay the cost of the medical examination or provide the employee access to a medical examination through a contracted medical provider. Only those positions whose job description require a CDL, state that a CDL is preferable or that may be required to operate a commercial vehicle as part of the duties shall be on the random drug test and the City shall pay for the cost of the medical examination provided the above conditions are met.

- (B) Should the City require an employee to obtain a license or certification that is not listed on the employee's job description as of July 1, 2008, the City shall pay all costs for obtaining and renewing such license or certification.
- 11.7 Employees who are required by the Department Head to be reachable by mobile phone during the work day who are not provided a mobile phone by the City shall receive a stipend of fifty (\$50) per month.
- 11.8 Employees shall be reimbursed for legitimate expenses, books, registration and other fees paid to maintain licenses that are necessary for the employee to perform the functions of his/her position.
- 11.9 All employees who have a bank account shall utilize direct deposit for their paychecks.

# ARTICLE XII – INSURANCE

12.0 All Local 1186 members (hereinafter "members") shall be offered a \$2,000/\$4,000 High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Effective 7/1/20 HSA accounts shall be funded ½ half of the fifty percent (50%) of the City's contribution on or about July 1 and the remaining ½ on or about January 1. Members may choose to contribute their portion of the deductible in equal installments through payroll deduction. Members shall obtain an advance against the January (second) HSA City 50% contribution in the event the member's HSA account has been exhausted and unpaid bills exceed \$200 prior to January 1 annually. If the member is participating in payroll deduction for his/her portion of the annual deductible or has prefunded his/her portion of the deductible and said member has bills exceeding his/her HSA account total, the City shall make an additional contribution up to the City's 50% unpaid HSA contribution. Contributions shall be as follows:

7/1/20	10% fully insured premium cost share and City to pay 50% of the deductible
7/1/21	10% fully insured premium cost share and City to pay 50% of the deductible
7/1/22	11% fully insured premium cost share and City to pay 50% of the deductible
7/1/23	12% fully insured premium cost share and City to pay 50% of the deductible
7/1/24	13% fully insured premium cost share and City to pay 50% of the deductible

The City of New Britain High Deductible Health Plan Summary as described in Appendix D.

Vision is a separate rider and vision rates will be included in the rates of the HDHP.

Dental Plan cost share premium shall remain as present.

At the employee's sole cost and only as may be offered by the provider, additional Delta Dental coverage beyond the basic coverage offered by the City may be elected.

Any individual hired by the City after 10/1/2016 shall only be offered the High Deductible Health Plan with HSA for health insurance.

For any member continuing to be enrolled in the Anthem PPO plan, the City will pay the same dollar amount toward the premium cost for each plan as the City pays for the premium cost in the High deductible plan for each member enrolled at each level of coverage. The member shall pay 100% of the difference between the City's total dollar premium (Core Plan) and the total premium cost for the Anthem PPO/Century Preferred plan. Bluecare will no longer be offered.

In addition, the following design plan changes shall be made to the Anthem PPO/Century Preferred Plan:

- Office co-pay increases from \$30 to \$30 PCP/\$45 Specialist
- Inpatient Hospital Stay increases from \$100 to \$500
- Outpatient Hospital visit increases from \$100 to \$250
- Emergency Room visit increases from \$50 to \$100
- Urgent Care visit increases from \$50 to \$75
- Out of Network Deductible remain at \$200/\$400/\$400
- Out of Pocket Maximum remain at \$500/\$1000/\$1000
- Prescription Drug co-pays increase from \$10/\$20/\$30 to \$10/\$25/\$40
- Mandatory mail-order for long term maintenance drugs
- Mail-order Pharmacy remains at 2 co-pays for a 90 day supply Maximum is unlimited (no change)
- 50 visits combined PT/OT/ST and Chiropractic visits per member per calendar year
- Mandatory mail order after 3<sup>rd</sup> refill
- Gastric Bypass eliminated as of July 1, 2015
- Fertility reduced from unlimited to CT mandate as of July 1, 2015
- \$45.00 co-pay for all allergy office visits

The premium cost share shall be based on the equivalent fully underwritten rates as set forth in the Anthem Annual Renewal Package plus the following fees as may be charged under the Patient Protection and Affordable Care Act:

### PCORI Fee

Transitional Reinsurance Fee

Health Insurance Provider Fee (if not already included in the premium)

All employees and dependents enrolled in the City's health insurance are encouraged to participate in the City of New Britain Health Enhancement Program which requires employees and dependents to do the following:

- 1. Have their physician complete a preventative health attestation form indicating each employee/dependent is current for age appropriate screenings:
  - Physical exam
  - Breast cancer screening
  - Colon cancer screening
  - Cervical cancer screening
- 2. Have their physician provide them with age appropriate biometrical results Including:
  - LDL, HDL, total cholesterol, blood glucose, height, weight, body mass index, waist circumference, blood pressure and pulse.
- (B) 1. The City shall assume full cost of insurance for employees retired on a job-related disability for the life of the employee.
  - 2. The City shall pay the cost of insurance for individuals covered under this Agreement who were employed by the City on or before September 25, 1996, for the first seven (7) years of their retirement. All shall be subject to the following restrictions:
    - a. The employee must be eligible for and must be collecting a normal service retirement benefits as defined by MERS. If during any portion of the seven (7) year period the retiree and spouse are eligible for group health insurance through any other employer, whose coverage is equal to or better than the basic hospital, surgical and major medical insurance provided by the City on the date of retirement, the City's obligation during that time shall be limited to reimbursement of any portion of the premium for such coverage which his not paid or reimbursed by any other employer.
    - b. For those who retire after October 1, 2016 and who meet the eligibility requirements for post-retirement health insurance as set forth in this section. If the retired employee is enrolled in the High Deductible Health Plan/HSA, City shall pay 100% of member's premium cost share for the period of seven (7) years who are eligible for post-retirement health insurance under the CBA, which shall include up to the spouse and family. The City's HSA (or HRA where applicable) deductible contribution shall remain at the percentage that the City was contributing toward active employees at the time of the employee's retirement. The City's HSA deductible contribution for retirees will be handled and paid in as described above. At the time of retirement, those employees who are eligible for post-retirement health insurance in accordance with the CBA shall have one-time option to enroll into Anthem PPO. The City shall pay 100% of the cost share premium of the Anthem PPO plan, whichever they are

enrolled for the employee and spouse only. If the employee does not take the option to enroll in Anthem PPO at the time of retirement, they shall remain enrolled in the HDHP/HSA for the seven (7) year post-retirement period.

The City will only pay for the full cost of coverage for the retiree and spouse in the case of normal service retirement as defined by MERS after at least twenty-five (25) years of service with the City or retirement under the service connected disability provisions of the pension plan. The City will pay eighty (80%) percent of such costs for those who retire after at least twenty (20) years of service; sixty (60%) percent of such costs for employees who retire after at least fifteen (15) years of such service; and forty (40%) percent of such cost for employees who retire after at least ten (10) years of such service, provided in each case the employee meets the age and service requirements for retirement benefits or meets the requirements for service connected disability retirement benefits.

If during the seven (7) year period, the employee or the spouse reaches age 65, he or she shall be placed on Medicare (if eligible) as primary and a Medicare supplement as secondary, both subject to the City of New Britain's obligation to pay all or a portion of the cost of the premium as outlined above. If the employee (retiree) and/or spouse are not eligible for Medicare, the City of New Britain's coverage as primary shall continue through the seven-year period.

Effective July 1, 2014, those employees who are participating in the City's medical insurance plan at the time of retirement shall be eligible to participate in such medical insurance plan which the City provides to its active bargaining unit employees, as such plans may change pursuant to any successor collective bargaining agreement, subject to the same conditions as may exist at any time for such active employees.

- c. Any individual hired into the Local bargaining unit after September 25, 1996, shall not be eligible for any City paid retiree health insurance benefits as outlined in Section 12.0 (B)(2)(a)(b)(c) above. Any permanent employee hired prior to July 1, 1995 who subsequently becomes a Local bargaining unit member, shall receive the same level of retiree health insurance benefits that he/she was afforded prior to their inclusion in the Local bargaining unit, but not to exceed seven (7) years.
- d. Questions relating to the interpretation and application of this section, including eligibility for other insurance coverage and

equal to or better than coverage, shall be subject to the grievance and arbitration provisions of this agreement.

12.1 An employee who is covered under alternate health insurance through an employer other than the City of New Britain (e.g. spouse) may waive their basic health insurance benefits provided by the City (HMO, Blue Cross/Blue Shield, and the related riders) for a minimum period of one (1) year. Employees who opt not to accept health insurance as outlined above shall be compensated on a fiscal year basis, capped at the rates of: single - \$1,200; two-person -\$2,700; family - \$3,700. Such payment (subject to regular deductions) shall be made during the fourth payroll week in July of each fiscal year. Employees choosing this option shall only be able to change their option effective on July 1 of each fiscal year by notifying the Human Resources Director by the preceding May 31<sup>st</sup>. However, any employee who becomes ineligible under some alternate health insurance coverage during the one (1) year period will be reenrolled under the City's health insurance provisions provided that the City is notified, in writing, by the employee. No proof of insurability will be required. In a case requiring the reenrollment of an employee before the one (1) year period has expired, the employee will receive a pro-rated amount for any full month he/she has participated in the plan; provided, however, that a minimum participation of six (6) full months in the plan is required. Such payment shall be made during the fourth payroll week in July. Any employee choosing this option will be required to sign a waiver of City insurance (HMO, Blue Cross/Blue Shield, and the related riders) and submit proof of alternate health insurance coverage to the Human Resources Director and the Union President. Any current employee who is married to another City employee and is receiving PILO as of June 23, 2021 shall be grandfathered

If mandated by employer group insurance requirements, the City reserves the right to limit the number of employees who may participate in the plan.

#### 12.2 Life Insurance

Prior to October 1, 2016, each employee may elect to participate in a group life insurance plan of the City of New Britain in the amount of \$40,000 during the term of employment and \$7,000 at the time of retirement. Effective October 1, 2016 each current employee may elect to participate in a group life insurance plan of the City of New Britain in the amount of \$50,000 during the term of employment and \$10,000 at the time of retirement. Those employees hired on or after October 1, 2016 SHALL NOT be eligible for retiree life insurance but shall be eligible for the active employee life insurance in the amount of \$50,000. The City shall pay the cost of such coverage. The employee will also be permitted to purchase additional life insurance at his/her own expense to a maximum of \$200,000 in accordance with the requirements of the optional life benefit program.

- 12.3 Pension benefits shall be provided for the employee according to the Connecticut Municipal Employees Retirement Fund Act as contained in Section 7-425 7-459 of the Connecticut General Statutes, as amended.
- 12.4 It is agreed that the \$1,000 Life Insurance Coverage will be continued for those employees retired prior to the effective date of Plan B. Any present Local 1186 retiree, who left the City prior to July 1, 1988, will receive the following life insurance

coverage: \$4,000; from 7/1/88 to 6/30/97: \$6,000; from 7/1/97 to 10/1/16: \$7,000; for all employees who were actively employed as of 10/1/16: \$10,000; employees hired after 10/1/16 are not entitled to retiree life insurance.

12.5 The City shall initiate beginning in January 1998, a pre-tax feature and a dependent care account at no cost to the employee.

A tax savings plan within the meaning of Section 125 of the Internal Revenue Code of 1986, as amended, and the income designated by the employee in compliance with such plan shall be excluded from the employee's taxable income as provided by law.

An employee may designate pre-tax dollars for certain medical/dependent care costs such as premium cost sharing amounts, deductibles, co-insurance charges and certain medical care not covered under existing insurance programs, and a dependent care account to pay expenses for children, disabled dependent or elderly parent.

- or mental disability, pursuant to the provisions of Section 7-432 of the Connecticut General Statutes, may be required by the State of Connecticut to submit to a reexamination. Such examination is to be conducted by a surgeon or physician appointed by the State Employees' Retirement Commission and paid for either by said commission or the City of New Britain. Should the employee be found capable of returning to active duty, the employee shall be reinstated at the pay grade and step held at the time of the employee's retirement under terms of the Local 1186 contract in force at the time of reinstatement. In the event said retired member shall fail to comply with the order for reexamination, or if after re-examination, shall fail to comply with the request of the City or State to return to duty, said City or State shall have the power to stop further pension payments until the order has been complied with.
- 12.7 The City may provide medical and dental insurance as described in this Article through alternative insurance carriers as long as the alternative carrier provides benefits and services equal or better than the coverage specified above on an overall basis and the City provides the Union with a copy of the proposed plan at least sixty (60) days prior to the proposed date of implementation. Any disputes as to whether or not the alternative plan is "equal to or better than" the coverage specified above shall be subject to resolution through the grievance and arbitration procedures of this Agreement. There shall be no implementation of any disputed alternative plan until the dispute has been resolved.

#### ARTICLE XIII – SAFETY AND HEALTH

13.0 The City shall make reasonable provisions for the safety and health of its employees during the hours of their employment including the furnishing of foul weather gear, boots and gloves, protective helmets, authorized safety glasses or goggles to these employees exposed to severe elements or required to work in hazardous locations.

- 13.1 City and the Union shall form a joint safety committee. The committee which shall be comprised of two (2) representatives designated by the Union and two (2) representatives designated by the City, shall meet as necessary to review and recommend safety and health measures in the various departments covered by this Agreement. Corrective measures against hazardous and unsafe conditions shall be implemented promptly. The selection of the appropriate corrective action shall be the sole responsibility of the City. One additional Union member shall be allowed, who in the absence of the regular member will be allowed to vote on matters before the committee.
- 13.2 The City shall furnish hot plate and refrigerator facilities for the filtration plant, where twenty-four (24) hour coverage is required. The City will maintain a microwave oven for the Water Department Administration Building.
- 13.3 The City and the Union have agreed upon three vendors from whom employees must purchase up to two pair of safety shoes not to exceed \$225.00 in any fiscal year. The City shall pay the vendor directly for the safety shoes and therefore employees will not receive any reimbursement. Employees shall wear safety shoes at all times while working.
  - If an employee has a special shoe requirement and cannot purchase shoes from the agreed upon vendor(s), he/she may purchase shoes from other sources. Such employee will give notice to the City prior to purchase from another vendor.
- 13.4 Employees who regularly and for continuous periods of time operate Video Display Terminals (VDT) for twenty (20) hours or more per week shall be assigned to at least fifteen (15) minutes of alternative work after any one (1) hour of VDT work. This section shall not be construed as providing any additional break time.
- 13.5 Hepatitis B vaccines and tetanus shots shall be provided to all staff employees who request them.

#### ARTICLE XIV – GRIEVANCE PROCEDURE AND ARBITRATION

- 14.0 A grievance shall mean a claim by an employee or class of employees or the Union that rights under a specific section of this Agreement has been violated, or that there has been a misinterpretation or misapplication of the specific provisions of this Agreement. As used in this Agreement, the term "Employee" shall mean either (1) an individual employee, or (2) a group of employees having the same grievance.
- 14.1 No grievance may be filed after fifteen (15) working days of the event giving rise to it.
- 14.2 Grievances shall be filed on official Union Grievance forms which specify (a) the facts, (b) the issue, and (c) the date(s) of the violation alleged, (d) the controlling contract provision(s) and (e) the remedy or relief sought. Grievances may be modified up to and including Step III.

- 14.3 <u>INFORMAL RESOLUTIONS:</u> The grievance procedure outlined herein is designed to facilitate resolution of disputes at the lowest possible level of the procedure. It is therefore urged that the parties attempt informal resolution of any dispute and to avoid formal procedures.
- 14.4 NON-DISCIPLINARY GRIEVANCES: shall be processed in the following manner:

#### STEP I:

The employee, in company with the Union Representative, shall first discuss the grievance with the next immediate supervisor excluded from the bargaining unit, who shall answer within two (2) working days. If no satisfactory settlement is reached at this step, the grievance shall be put in writing and may be submitted to the employee's Department Head within five (5) working days from the date on which the supervisor answered.

#### STEP II:

Within five (5) working days of receipt of the grievance, the Department Head shall meet with the employee and/or the Union Representative in an effort to resolve the grievance. The Department Head will answer in writing within three (3) working days after such meeting.

#### STEP III:

If not settled, the grievance may be submitted within five (5) working days after receipt of the answer of the Department Head to the Human Resources Director. The Human Resources Director shall meet with the employee and/or the Union Representative within five (5) working days of the receipt of the grievance in an attempt to settle it. The Human Resources Director shall answer the grievance in writing within five (5) working days after such meeting.

#### STEP IV:

If the grievance is not settled by Step III within the required time, the Union, but not an individual employee, may submit such grievance to arbitration. Notice of intention to arbitrate must be in writing addressed to the Human Resources Director, and must be made not later than twenty (20) working days following receipt of the Step III decision or the expiration of the time limits for making such decision, whichever shall occur first. The matter shall be heard by the Connecticut State Board of Mediation and Arbitration in accordance with its administrative procedures, practices and rules. If designated by the Union in its notice of intent to arbitrate, the Union may request the services of a mediator prior to submitting the matter to arbitration, provided in no event may the case be submitted to arbitration later than twenty (20) working days after the first meeting with the mediator unless mutually agreed otherwise. The arbitrator shall hear and decide only one grievance at a time and shall be bound by and must comply with all the terms of this Agreement. The arbitrator shall have no power to add to, delete from or modify in any way any of the provisions of this Agreement. The decision of the arbitrator shall

be binding upon both parties during the life of this Agreement, as provided by law. Fees and expenses, if any, of the arbitrator shall be borne equally by the Union and the City. References to "Arbitrator" include a single arbitrator or a panel of arbitrators.

- 14.5 DISCIPLINARY GRIEVANCES: Pursuant to the provisions of Article IX, a Department Head may discipline an employee up to and including a suspension without pay not to exceed fifteen (15) days. In the event a Department Head decides to recommend a disciplinary action be taken against an employee which exceeds the limit stated herein, such recommendation shall be put in writing and first provided to the employee and the Union President. The employee, a Union Representative and the Department Head shall meet within five (5) working days of notice of such recommendation and attempt to resolve the issue. If resolution is reached, the settlement shall be reduced to writing by the Department Head within three (3) working days of the meeting and signed by the employee, the Union and the Human Resources Director with copies provided to each. If settlement is not reached within three (3) working days of the meeting, the Department Head may submit his/her recommendation to the appointing authority with copies to the employee and the Union President. Such predisciplinary hearing shall be held within thirty (30) calendar days of the appointing authority's receipt of the recommendation. The employee shall be permitted to have legal counsel and union representation at the hearing, if desired. The decision of the appointing authority shall be reduced to writing with a copy provided to the employee, the Union and the Human Resources Director, within ten (10) working days after the hearing.
- 14.6 An employee disciplined by an appointing authority or Department Head in accordance with the provision of Section 14.5, may appeal such action beginning at Step III as provided for in Section 14.3.
- 14.7 The grievance procedure shall be the sole method of processing claims concerning rights and/or privileges provided herein or concerning interpretation or application of provisions of this Agreement.
- 14.8 (A) Any time limits specified within this Article, except for the initial filing of a grievance, may be extended by mutual agreement of the Union and the City provided that if a grievance is not submitted to a higher step in the above procedure, it shall be deemed settled on the basis of the City's answer in the last step considered.
  - (B) In the event the City fails to answer a grievance at any step within the time limits set forth in the Agreement, the grievance may be taken to the next step, subject to the provisions herein.
- 14.9 (A) Not more than two (2) stewards in each department shall be permitted to handle grievances. Such persons shall be permitted to adjust grievances during working hours without loss of pay up to a maximum of eight (8) hours each per month, provided that they shall notify their immediate supervisor when leaving their position for such purposes.

- (B) Two (2) officers of the Local Union shall be permitted to adjust grievances during working hours without loss of pay, provided that the total number of hours spent by the two employees between them shall not exceed eight (8) hours in any calendar week. Meetings requested by, or scheduled with representatives of the City, the State Board of Mediation and Arbitration under any of the provisions of Article XIV, and relating to the negotiation, enforcement, interpretation or application of this Agreement, shall not be charged against such time limit.
- (C) Four (4) employees of the Local Union shall be permitted time off to participate in negotiations for renewal or modification of this contract under Article XVI without loss of pay for any hours during which they would have been scheduled to work.
- (D) Two (2) officers of the Local Union shall be permitted time off without loss of pay for all time actually spent in arbitration hearings. The same shall apply for the principal participants as mutually agreed upon by the Human Resources Director and the Union.
- (E) Upon five (5) days' notice to the respective supervisor (unless waived by the supervisor), a member of the Union who serves as President or Vice-President shall be allowed up to no more than a total of eight (8) hours combined per month to attend meetings between the Union and the Board of Education and/or the City in reference to any Union matters.

#### ARTICLE XV – COMPLETE AGREEMENT

- 15.0 The parties agree that all points covered herein above constitute the full and complete agreement between them. The parties agree to meet annually to review all prior written agreements and memoranda of understandings to determine their relevance going forward. Each party has been fully represented and had adequate opportunity to make proposals and counter-proposals and neither shall be required, without its consent, to bargain further on any matter unless and until notice, in accordance with Section 15.1 below, is given.
- 15.1 No amendments, additions, subtractions or modifications shall be made to rules and regulations of the employer, which shall override or contradict specific provisions of this Agreement or reduce the benefits provided herein without the mutual agreement of the parties.
- Union members shall pay for parking in employee-designated areas of City parking garages. They shall pay \$25.00 per month.

#### ARTICLE XVI - NON-DISCRIMINATION

16.0 The parties agree there shall be no discrimination against any employee because of age, race, creed, color, religion, national origin, disability, sexual orientation, marital status, or membership in the Union or any other reason prescribed by law.

#### ARTICLE XVII – PAST PRACTICE

17.0 Nothing in this Agreement shall be construed as abridging any right, benefit or privilege that employees have enjoyed heretofore unless it is specifically stated that said practice has been superseded by a provision of this Agreement.

#### ARTICLE XVIII - RESIDENCY

18.0 There shall be no residency requirements during the term of this Agreement for bargaining unit employees.

# ARTICLE XIX – DEPARTMENT OF MUNICIPAL DEVELOPMENT & SENIOR CITIZENS CENTER

- 19.0 With reference to employees of the Department of Municipal Development and the Senior Citizens Center, the following provisions will apply:
  - (A) Seniority shall be defined in accordance with the practice in effect at the time of this Agreement and no employee shall lose any seniority credits he/she may have heretofore enjoyed prior to the effective dates of this Agreement.
  - (B) For the purpose of this Section, no present employee shall be subject to any examination procedure in order to retain his/her present position in an unclassified status.
  - (C) Following the effective date of this Agreement, when a vacancy or new position in the bargaining unit exists within the Departments covered herein and the City decides to fill the vacancy or new position, such position(s) shall be filled by regular Civil Service procedures subject to the conditions of the Agreement and will be included in the classified service by the Civil Service Commission and the Common Council.
  - (D) As relates to Section 5.2 in the Agreement, seniority shall include all full-time service of the employees regardless of the funding source.
  - (E) As relates to Section 5.3(A) Bumping, in the Agreement, the bumping rights of employees within the Departments covered herein shall be limited to classifications specifically identified with their department.
  - (F) As relates to Section 5.3(B) Bumping, City-wide in the Agreement, employees within the Departments covered herein shall have no City-wide bumping rights.

- (G) For the purposes of this Section, the present practice shall continue with regard to day-long and overnight trips by employees in the Senior Citizens Center.
- (H) The regular workweek and workday shall be those in effect at the time of this Agreement. The existing practices for employees at the Senior Citizens Center for the recording of hours worked shall continue in effort for the duration of the Agreement.
- (I) As relates to Section 11.3 in this Agreement, employees shall continue to be credited with the years of service as computed prior to the effective date of the Agreement and no employee shall lose any service credits as a result of the execution of the Agreement.
- (J) As relates to Article 12 in the Agreement, the City and employees of the Department of Municipal Development agree that the present pension provisions shall continue in effect for the duration of this Agreement or any extension thereof. Employees hired on or before June 30, 1998 thereby waive all rights during such period to participation in the Municipal Employees Retirement Fund B. New employees hired on or after July 1, 1998 shall participate in the Municipal Employees Retirement Fund B.

#### ARTICLE XX – LABOR MANAGEMENT COMMITTEE

- 20.1 It is understood that certain subjects of mutual concern shall be considered appropriate for ongoing discussion by representatives of the Local and the City. These subjects include, but are not limited to, career mobility and training, etc.
- 20.2 This Committee shall consist of not more than four (4) members total from both sides. The Committee shall meet upon request of either party during normal business hours with pay for purposes of attending and implementing results of the meetings.
- 20.3 This Committee shall not have the authority to negotiate additions to, subtractions from, or other modifications of this Agreement, unless ratified by both parties.
- 20.4 The General Guidelines are:
  - (A) No grievances shall be discussed.
  - (B) Topics that could lead to grievances may be discussed.
  - (C) Each person wishing to speak will be recognized.
  - (D) Each topic shall be discussed fully and action reached before proceeding to another topic.
  - (E) Substitutes may not be used, except other people can be invited to talk.
  - (F) The chairmanship shall alternate.
  - (G) Minutes of meetings will be taken and one designated representative from each party will refine drafts of the Minutes of meetings. Minutes are not official unless they are voted by majority approval.

(H) An agenda shall be submitted forty-eight (48) hours prior to the meeting, topics not on this agenda may be discussed by mutual agreement.

#### ARTICLE XXI – DURATION AND RENEWAL

- 21.0 This Agreement shall be binding upon the City and the Union from the first day of July, 2020, and shall continue in full force and effect until midnight of the thirtieth day of June, 2025, when it shall expire provided that if neither party gives the notice provided for in Section 21.1, this Agreement shall automatically renew itself for additional periods of one (1) year each and all provisions shall remain in effect with the same force as during the original term thereof.
- 21.1 If either the Union or the City desire to meet for the purpose of negotiating changes or modifications in the provisions of this Agreement, they shall give written notice of such desire to the other by certified or registered mail not more than one hundred fifty (150) days prior to the expiration of this Agreement. Negotiations will commence not less than one hundred and twenty (120) days prior to expiration o the existing Agreement.

SIGNED THIS 23rd DAY OF July	, 2021
FOR THE CITY OF NEW BRITAIN:  Linda F. Guard, Human Resources Director	FOR LOCAL 1186, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL 4, AFL-CIO  Phil Pepin, President  Frank Mute, Vice President  Travis Cromack, Staff Representative  Paul Vaverchak, Negotiating Committee  Eric Sims, Negotiating Committee  Todd Ruszcyzk, Negotiating Committee  Claudia Havelevitch, Negotiating Committee
	Joshua Prior, Negotiating Committee

### DEPARTMENT LISTING FOR PURPOSES OF ARTICLE V (LAY OFF)

Recreation and Community Services Department, which shall include:

- Recreation Division, which shall include:
  - o All recreation programming
  - o Stanley Golf Course operations
  - o Cemetery operations
- Community Services Division, which shall include:
  - o Youth & Family Services
  - o Persons with Disabilities
  - o Veterans Services
  - o Fair Housing
- Senior Center

Health & Building Services Department, which shall include:

- o Building/Housing Inspections and Permitting
- o Health Inspections and Permitting
- o Nursing Services

Finance Department, which shall include:

- o Central Administration, which shall include:
  - a. Treasury & Accounting Functions
  - b. Budget & Capitol Projects
  - c. Water/Sewer Billing & Assessments
  - d. Purchasing & Risk Management
- o City Assessor

Legal Services Department which consists of:

- o Town Clerk
- Corporation Counsel
- o Civil Service Commission/Personnel
- o Registrar of Voters

Department of Municipal Development, which shall include:

- HUD Funds Administration
- o City Plan & Zoning

Police Department

Fire Department

Public Works Department which consists of:

- o Administrative Services
- o Field Services & Parks Division, which shall include:
  - Stanley Golf Course maintenance
  - o Cemetery maintenance
- Fleet and Facilities Division
- Water & Sewer Division

#### APPENDIX B – EXCLUDED JOB CLASSIFICATIONS

# NEW BRITAIN CIVIL SERVICE PLAN JOB CLASSIFICATIONS EXCLUDED FROM AGREEMENT BETWEEN CITY OF NEW BRITAIN AND LOCAL 1186, AFSCME\*

Accounting Manager

Administrative Secretary (Public Works)

Administrative Services Officer (Water Department)

Assistant City Assessor

Assistant City Attorney

**Assistant Corporation Counsel** 

Assistant Director of Engineering

Assistant Director of Finance

Building & Yard Superintendent

Case Supervisor (welfare)

Cemetery Superintendent

City Assessor

City Attorney

Civil Engineer II

Civil Engineer III

Coordinator of Community Services

**Data Processing Specialist** 

Deputy Building Inspector

Director of Finance

Director of Health

Director of Human Resources

Director of Human Rights

Director of Licenses, Permits and Inspector

Director of Management Information Systems

Director of Parks & Recreation

Director of Personnel

Director of Public Works

Director of Veterans Center

Director of Water

Director of Welfare

Engineer III

Executive Secretary (Police Dept.)

Garage Superintendent

General Superintendent Street and Garage

Division of Golf Course Superintendent

Health Laboratory Supervisor

Parks Superintendent

Parking Supervisor

Administrative and Clerical Staff of the Mayor's

Office Personnel Administrator

#### Agreement Between Local 1186 and the City of New Britain July 1, 2020 to June 30, 2025

#### Physician

Project Accountant
Public Works Superintendent
Purchasing Agent
Recreation Superintendent
Recreation Supervisor
Recycling Coordinator
Senior Citizens Coordinator Supervising
Public Health Nurse
Supervising Sanitarian
Systems Software Analyst
Water Distribution Superintendent
Water Treatment and Supply Superintendent

<sup>\*</sup>The above is provided as illustrative only and not inclusive of all positions which are represented by other bargaining units.

### APPENDIX C-PAY PLAN

Effective July 1, 2020: No general wage increase

Effective July 1, 2021: 2% general wage increase

Effective July 1, 2022: 2% general wage increase

Effective July 1, 2023: 2.25% general wage increase

Effective July 1, 2024: 2.25% general wage increase

3 (40 Hours) Chief of Water Treatment Master Electrician Arboriculturist Utiliites General Foreperson Hulliites General Foreperson All Public Works Gen. Forepersons Instrumentation Facility & Equipment Technician Parks General Foreperson Facilities General Foreperson Mechanic Foreperson										
<del>                                     </del>										
<del>                                      </del>			July 1, 2020 (0.0%)	(%0.0)				July 1, 2021 (2.0%)	(2.0%)	
<del>                                      </del>		1st Step	2nd Step	3rd Step	4th Step		1st Step		3rd Step	4th Step
<del>                                      </del>	Weekly	1,406.204	1,477.756	1,554.011	1,636.073	Weekly	1,434.328		1,585.092	1,668.795
<del>                                     </del>	Hourly	35.155	36.944	38.850	40.901	Hourly	35.858		39.627	41.719
<del>                                     </del>	Time & 1/2	52.732	55.416	58.275	61.353	Time & 1/2	53.787		59.441	62.580
<del>                                     </del>	Double Time	70.311		77.700	81.804	Double Time	e 71.717	7 75.365	79.254	83.440
<del></del>										
<del></del>			July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
<del></del>		1st Step	2nd Step	3rd Step	4th Step		1st Step	•	3rd Step	4th Step
<del></del>	Weekly	1,463.015		1,616.793	1,702.171	Weekly	1,495.933	1,5	1,653.171	1,740.469
<del></del>	Hourly	36.576	38.437	40.420	42.554	Hourly	37.399		41.329	43.511
<del></del>	Time & 1/2	54.863		60.629	63.832	Time & 1/2	56.097		61.994	65.268
<del></del>	Double Time	73.151	76.872	80.839	85.109	Double Time		7 78.602	82.658	87.024
<del></del>										
<del></del>			July 1, 2024 (2.25%)	(2.25%)						
<del></del>		1st Step	2nd Step	3rd Step	4th Step					
<del></del>	Weekly	1,529.591	1,607.421	1,690.368	1,779.630					
<del>                                     </del>	Hourly	38.240	40.186	42.259	44.490					
<del>                                     </del>	Time & 1/2	57.359		63.388	66.737					
<del></del>	Double Time	76.480	80.370		88.982					
<del></del>										
<del></del>			July 1, 2020 (0.0%)	(%0.0)				July 1, 2021 (2.0%)	(2.0%)	
<del>                                     </del>		1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
<del> - - - - - - - - - - - - - - - - - - -</del>	Weekly	1,336.295	1,394.125	1,456.031	1,522.232	Weekly	1,363.021	1,4	1,485.152	1,552.676
Instrumentation Facility & Equipment Technician Parks General Foreperson Facilities General Foreperson Mechanic Foreperson		33.407	34.854	36.401	38.056	Hourly	34.075		37.129	38.817
Equipment Technician Parks General Foreperson Facilities General Foreperson Mechanic Foreperson		50.111		54.601	57.083	Time & 1/2	51.114		55.693	58.225
Parks General Foreperson Facilities General Foreperson Mechanic Foreperson	Double Time	66.815	69.706	72.801	76.111	Double Time	e 68.151	71.100	74.257	77.634
Facilities General Foreperson Mechanic Foreperson										
Mechanic Foreperson			July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
		1st Step	2nd Step	3rd Step	4th Step		1st Step		3rd Step	4th Step
	Weekly	1,390.281	1,450.447	1,514,855	1,583.730	Weekly	1,421.562	1,4	1,548,939	1,619.364
	Hourly	34.757	36.262	37.871	39.594	Hourly	35.539			40.485
	Time & 1/2	52.136		56.807	59.389	Time & 1/2	53.309	9 55.616	58.085	60.726
	Double Time	69.514	72.522	75.743	79.186	Double Time		8 74.154	77.447	80.968
	1		July 1, 2024 (2.25%)	(2.25%)	_					
		1st Step	2nd Step	3rd Step	4th Step					
	Weekly	1,453.548	1,516.452	1,583.790	1,655.799					
	Hourly	36.338	37.912	39.595	41.395					
	Time & 1/2	54.508			62.092					
	Double Time	72.677	75.822	79.189	82.790					

			July 1, 2020 (0.0%)	(0.0.0)				July 1, 2021 (2.0%)	(2.0%)	
_		1st Step	2nd Step	- 1	4th Step		1st Step	``	3rd Step	4th Step
5B (40 hours)	Weekly	1,281.044	1,345.405		1,487.298	Weekly	1,306.665	-	-	1,517.044
	Hourly	32.026	33.634		37.183	Hourly	32.666			37.926
Asst. Chief of Water Treatment	Time & 1/2	48.039	50.451		55.773	Time & 1/2	49.000	51.461	54.046	56.889
	Double Time	64.052	67.269	70.648	74.365	Double Time	65.333	33 68.614	72.061	75.852
			July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
		1st Step	2nd Step	3rd Step	4th Step		1st Step	Ϊ.	3rd Step	4th Step
	Weekly	1,332.798	1,399.760	1,470.046	1,547.385	Weekly	1,362.786	÷	۲,	1,582.201
	Hourly	33.320	34.993	36.751	38.685	Hourly	34.069			39.555
	Time & 1/2	49.980	52.490	55.127	58.027	Time & 1/2	51.10			59.332
	Double Time	66.639	69.986	73.503	77.369	Double Time	68.139			79.110
			July 1, 2024 (2,25%)	(2.25%)						
		1st Step	2nd Step	3rd Step	4th Step					
	Weekly	1,393,449			1.617.801					
	Hourly	34.836	36.586	L	40.445					
	Time & 1/2	52.255			60.667					
	Double Time	69.672	73.171	76.847	80.890					
			July 1, 2020 (0.0%)	(0.0%)				July 1, 2021 (2.0%)	(2.0%)	
		1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
	Weekly	1.240.879	1.298.782	_	1.427.226	Weekly	1.265.696	┸	1.388.201	1 455 770
	Hourly	31.022	32.470		35.680	Hourly	31.643			36.394
	Time & 1/2	46.533	48.704		53.521	Time & 1/2	47.463			54.591
	Double Time	62.044	64.940	68.049	71.361	Double Time	63.285		69.410	72.789
6 (40 hours)										
Lead Filtration Plant Operator	Base + 6%	1,315.332	1,376.711	1,442.646	1,512.864	Base + 6%	1,341,639	1,4	1,471.499	1,543.121
	Hourly	32.883	34.417	36.066	37.821	Hourly	33.541		36.787	38.578
	Lime & 1/2	49.325	51.627	54.099	56.732	Time & 1/2	50.312			57.867
	omple Time	997.69	68.836	72.132	/5.643	Double Ime	67.082	70.212	/3.5/5	77.156
			111/1 1 2022 (2 0%)	170000	1			1lv. 4 2022 /2 259/3	(2.056/1)	
		1st Sten	2nd Sten	3rd Sten	4th Sten		1ct Sten	2nd Sten	3rd Sten	4th Ston
	Weekly	1.291.010	1,351,253	1.415.965	1.484.885	Weekly	1.320.058	_	1 447 824	1 518 295
	Hourly	32.275	33.782	35.399	37.122	Hourly	33.002		36.196	37,957
	Time & 1/2	48.412	50.672	53.098	55.683	Time & 1/2			ı	56.936
	Double Time	64.551	67.563	70.799	74.244	Double Time	66.003	3 69.083	72.392	75.915
	Base + 6%	1,368.472	1,432.330	1,500.929	1,573.984	Base + 6%	1,399.262	4.	1,534.700	1,609.398
	Houny	34.212	35.808	37.523	39.349	Hourly	34.981		38.367	40.234
	Devile Time	01.310	74.040	30.203	29.024	I Ime & 1/2	52.473		TCC. / C	60.352
	Double Time	68.423	71.616	75.046	/8.699	Double Time	69.96	73.228	76.735	80.470
			July 1. 2024 (2.25%)	(2.25%)						
		1ct Sten	2nd Sten	3rd Ston	4th Ston					
	Weekly	1.349 759	1 412 743	1 480 400	1 552 457					
	Hourly	33.744	35.319	37.010	38.811					
	Time & 1/2	50.616	52.978	55.515	58.217					
	Double Time	67.488	70.638	74.020	77.623					
	Base + 6%	1,430.746	1,497.510	1,569.231	1,645.610					
	Hourly	35.758	37.437	39.231	41.140					
	2	0000		040						

(40 hours)			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Carpenter Foreperson	Weekly	1,200.801	1,258.632	1,3	1,386.736	Weekly	kly	1,224.817	-	1,346.947	1,414,471
Cemetary General Foreperson	Hourly	30.020	31.466		34.669	Hourly	٦ŀ	30.621		33.674	35.362
Parks Foreperson	Time & 1/2	45.030	47.198	49.520	52.003	Time	Time & 1/2	45.931		50.510	53.043
Maintenance Foreperson (Water)	Double Time	60.040	62.932	66.026	69.336	Doul	Double Time	61.241	64.191	67.347	70.723
Maintenance Technician (CHC)											
			July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
Public Works Foreperson		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Water Foreperson	Weekly	1,249.313	1,309.481	1,373.886	1,442.761	Weekly	kly	1,277.423	1,338.944	1,404.798	1,475.223
Water Foreperson (Meter)	Hourly	31.233		34.347	36.069	Hourly	-\-	31.936	33.474	35.120	36.881
Public Works Vehicle and	Time & 1/2	46.849			54.104	Time	Time & 1/2	47.904	50.210	52.680	55.321
Equipment (See Appendix K)	Double Time	62.465			72.138	Dou	Double Time	63.871		70.240	73.761
Caretaker 3						L					
			July 1, 2024 (2,25%)	(2.25%)							
		1st Step	2nd Step	3rd Step	4th Step						
	Weekly	1,306,165	1,369.070	1,436,406	1,508.415						
	Hourly	32.655		35.910	37.711						
	Time & 1/2	48.981			56.566						
	Double Time	65.308			75.420	L					
						-					
			July 1, 2020 (0.0%)	(%0.0)		L	1		July 1, 2021 (2.0%)	(2.0%)	
		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
(40 hours)	Weekly	1,120.893	1,174.604	1,231.555	1,292.830	Weekly	kly	1,143.311	1,198.096	1,256.186	1,318.687
	Hourly	28.023	29.366	30.789	32.321	Hourly	<u>\</u>	28.583	29.953	31.405	32.968
	Time & 1/2	42.033	44.047	46.184	48.481	Ţ	Time & 1/2	42.874	44.928	47.107	49.451
	Double Time	56.044	58.730	61.577	64.641	Dou	Double Time	57.165	59.905	62.809	65.934
			J								
			July 1, 2022 (2.0%)	(2.0%)		L			July 1, 2023 (2.25%)	(2.25%)	
		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Weekly	1,166.177	1,222.058	1,281.310	1,345,061	Weekly	kly	1,192.416	1,249.554	1,310.139	1,375.325
	Hourly	29.155	30.552	32.033	33.627	Hourly	ly.	29.811	31.239	32.754	34.383
	Time & 1/2	43.731	45.827	48.050	50.440	Time	Time & 1/2	44.715	46.858	49.131	51.575
	Double Time	58.309	61.103	64.065	67.253	Dout	Double Time	59.621	62.477	65.506	68.766
			1								
			July 1, 2024 (2.25%)	(2.25%)							
		1st Step	2nd Step	3rd Step	4th Step						
	Weekly	1,219.245	1,277.669	1,339.617	1,406.269						
	Hourly	30.482	31.942		35.157						
	Time & 1/2	45.721		50.236	52.735						
	The state of the s										

١												
				July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
9	(36.25 hours)	Weekly	1,109.724	1,162.379	1,218.816	1,279.169	Weekly	kly	1,131.918	1,185.627	1,243.193	1,304.752
1		Hourly	30.613	32.065	33.622	35.288	Hourly	ly l	31.225	32.707	34.295	35.993
	Rehabilitation Technician	Time & 1/2	45.919	48.098	50.434	52.931	Time	Time & 1/2	46.838	49.060	51.443	53.990
l		Double Time	61.226	64.132	67.245	70.575	Doul	Double Time	62.451	65.414	68.589	71.987
				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
1		Weekly	1,154,556	1,209.340	1,268.057	1,330.847	Weekly	kly	1,180.534	1,236.550	1,296.588	1,360.791
		Hourly	31.850	33.361	34.981	36.713	Hourly	-ly	32.567	34.111	35.768	37.539
1		Time & 1/2	47.774	50.045	52.472	55.070	Time	Time & 1/2	48.849	51.167	53.652	56.309
1		Double Time	63.700	66.722	69.961	73.426	Dou	Double Time	65.133	68.224	71.535	75.079
				July 1, 2024	2							
П			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	1,207.096	1,264.372	1,325.761	1,391.409						
1		Hourly	33.299	34.879	36.572	38.384						
1		Ime & 1/2	49.948	52.319	94.858	0/0.70	+	1				
		Double Time	66.599	69.759	73.145	76.768	+					
10A	(40 hours)			July 1, 2020 (0.0%)	(0.0%)					July 1, 2021 (2.0%)	(2.0%)	
1			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
1		Weekly	1,127.916	1,180.703	1,237.243	1,297.478	Weekly	kly	1,150.475	1,204.317	1,261.988	1,323.427
1	Carpenter (PW)	Hourly	28.198	29.518	30.931	32.437	Hourly	γl.	28.762	30.108	31.550	33.086
1	Cemetary Foreperson	Time & 1/2	42.297	44.277	46.397	48.655	Tim	Time & 1/2	43.143	45.162	47.325	49.628
ı	Cross Connection Control/Fire	Double Time	56.395	59.035	61.863	64.874	Doul	Double Time	57.523	60.216	63.100	66.171
П	Filtration Plant Operator											
	Golf Course Technician			July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
l	Equipment Operator (12/18/13)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Tree Trimmer	Weekly	1,173.484	1,228.404	1,287.228	1,349.896	Weekly	kly	1,199.887	1,256.043	1,316.190	1,380.268
	Protection Service Technician	Hourly	29.337	30.710	32.181	33.747	Hourly	ly	29.997	31.401	32.905	34.507
	Supv. Signalization & Control Div.	Time & 1/2	44.005	46.066	48.271	50.621	Time	Time & 1/2	44.995	47.102	49.358	51.760
1	Traffic Bureau Maintainer	Double Time	58.674	61.420	64.362	67.495	Dou	Double Time	59.994	62.802	65.810	69.014
П	The second secon			July 1, 2024 (2.25%)	(2.25%)							
П			1st Step	2nd Step		4th Step						
П		Weekly	1,226.885	1,284.304	-	1,411.324						
1		Hourly	30.672	32.108	1	35.283	1					
-		Time & 1/2	46.008	48.162	50.468	52.924	1					
1		Double Time	61.344	64.215	١	995.07						

11   11   11   11   11   11   11   1								t					
141 Shep   141 Shep						1,000		+			1.1lv. 4 2024	1700 67	
18.25 hours    Weekly   1.08 2.06   31.26   32.56   35.75   30.75   11.05 2.06   31.26   32.56   30.75   11.05 2.06   31.26   32.56   32.57   11.05 2.06   31.26   32.56   32.57   11.05 2.06   31.26   32.56   32.57   11.05 2.06   31.26   32.56   32.57   11.05 2.06   31.26   32.56   32.57   11.05 2.06   32.56   32.57   11.05 2.06   32.56					July 1, 2020	0.0%)	4th Chan	+		Act Oton	2nd Cton	3rd Sten	4th Sten
The 6 1/2   1/36   1/18   1/				1St Step	Znd Step	ord orep	4til Step	f	of the second	ואן אוא בטט	L	4 204 000	4 250 270
Houry   South File   128   22.529   65.012   Time 6 1/2   12.05   12	7		Weekly	1,089.728	1,133,399	1,1/8.343	1,225.764	>	veekiy	770.111,1		908.102.1	1,200.273
Time 6 112			Hourly	30.061	31.266	32.506	33.815	-	lourly	30.662		33.156	34.491
Couple Time			Time & 1/2	45.093	46.899	48.759	50.722	F	Ime & 1/2	45.994			51.736
14, 1, 2022   2,05%   1,75%			Double Time	60.123	62.532	65.012	67.628		Jouble Time	61.325		66.312	68.981
Muchical Control													
11, 153, 156   1, 153, 176   1, 154, 176					July 1, 2022	(2.0%)					July 1, 2023	(2.25%)	
Neeky   113272   1177 188   1255.64   1255.6				1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Houry   3175   32.559   33.819   35.111   Time 8.12   45.914   32.619   35.111   Time 8.12   45.914   35.014			Weekly	1,133.753	1,179.188	1,225.948	1,275.285	>	Veekly	1,159.262		1,253,531	1,303.979
Time 8 12			Hourly	31.275		33.819	35.181	_	lourly	31.979		34.580	35.972
Double Time   62,555   65,056   67,538   70,361   Double Time   62,552   66,052   Edition   Ed			Time & 1/2	46.914		50.729	52.771	_	ime & 1/2	47.970		51.870	53.958
151 Step   214 Step   214 Step   34 Step   4th Step			Double Time	62.552		67.638	70.361		ouble Time	63.959		69.160	71.944
Authorist   Auth													
154 Signe					July 1, 2024	(2.25%)							
Houry   12,028-49   1,281,728   1,281,72				1st Step	2nd Step	3rd Step	4th Step						
Hourly 32.689 34.009 53.585 36.782   S6.782   Hourly 2.049 56.104 55.076 56.782   S6.712   S6.712   S6.712   S6.712   S6.714 55.071 56.712   S6.712   S6.7			Weekly	1,185.346	1,2	1,281,736	1,333.318						
Time & 1/2   49 0.49   51 0.14   53.037   55.172   73.562   73.5			Hourly	32.699		35.358	36.782						
Double Time   65.398   68.019   70.716   73.562   141 Step   141 Step   2nd Step   3nd			Time & 1/2	49.049		53.037	55.172						
14   15   15   15   15   15   15   15			Double Time	65.398		70.716	73.562						
10   11   12   12   12   13   14   14   15   15   14   14   15   15													
(40 hours)         (40 hours)         1st Step         2nd Step         3rd Step         4th Step         4th Step         1st Step         2nd Step         3rd Step         4th Step         1st Step         2nd Step         3rd Step         3rd Step         1st Step         2rd Step         3rd Step					July 1, 2020	(0.0%)					July 1, 2021	(2.0%)	
Houry   1,088.834   1,135,787   1,185,307   1,288.651   Weeky   1,110.611   1,155,503   1,2     Houry   27,221   28,395   29,655   30,966   Hourly   27,766   28,962     Houry   27,221   28,395   29,655   30,966   Hourly   27,766   28,962     Custodial Foreperson   Double Time & 1/2   40,831   46,449   Time & 1/2   41,748     Custodial Foreperson   Double Time & 1/2   40,831   46,449   Time & 1/2   41,448   46,449   Time & 1/2   41,448     Custodial Foreperson   Double Time & 1/2   40,831   41,8167				1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Assistant Arborist         Hourty         27.221         28.395         29.632         30.966         Hourty         27.766         28.962           Assistant Arborist         Time & 1/2         40.831         42.592         44.448         46.449         Time & 1/2         41.649         43.444           Custodial Foreperson         Double Time         54.441         56.789         59.266         61.933         Double Time         55.530         57.925           Raintenance Electrician         Double Time         54.41         56.789         59.266         61.333         Double Time         55.530         57.925           Tarfit Signal Maint. Mechanic         Weekly         1.132.823         1.181.673         1.281.69         4th Step         Weekly         1.158.312         1.188.633         Meekly         1.188.312         1.188.633         Meekly         1.188.312         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.313         1.188.31	11A	_	Weekly	1,088.834	1,135.787	1,185.307	1,238.651	>	Veekly	1,110,611	<u>, .</u>	1,2	1,263.424
Time & 1/2   40,831   42,592   44,448   46,449   Time & 1/2   40,841   56,789   59,266   61,933   Double Time   54,441   56,789   59,266   61,933   Double Time   54,441   56,789   59,266   61,933   Double Time   54,441   46,314   46,314   46,314   46,314   46,314   46,314   46,314   46,314   46,314   46,314   46,326   44,448   46,344   46,34			Hourly	27.221	28.395	29.632	30.966	Т	lourly	27.766			31.586
Double Time		Assistant Arborist	Time & 1/2	40.831	42.592	44.448	46.449	_	ime & 1/2	41.648		45.337	47.378
July 1, 2022 (2.0%)		Custodial Foreperson	Double Time	54.441	56.789	59.266	61.933		Jouble Time	55.530		60.451	63.171
July 1, 2022 (2.0%)		Maintenance Electrician											
Weekly         1st Step         2nd Step         4th Step         4th Step         1st Step         2nd Step         2nd Step         2nd Step         3nd Step         3nd Step         4th Step         1st Step         2nd Step         2nd Step         1st Step         2nd Step         1st Step         2nd Step         1st Step         1st Step         1st Step         1st Step         1st Step         4th Step         <		Caretaker 2			July 1, 2022	(2.0%)		1			July 1, 2023	(2.25%)	
1,132.823         1,181.673         1,233.193         1,288.653         Weekly         1,158.312         1,208.260         1,2           28,321         29,542         30.829         32.217         Hourly         28.958         30.206           42,481         44,313         46.244         48.326         Time & 1/2         43,437         45,310           56,641         56,641         61,660         64,435         Double Time         57,315         60,413           1st Step         2nd Step         4th Step         4th Step         61,660         64,435         60,413           1184,374         1,235,446         1,289,311         1,347,337         1,347,337         64,466         67,387           59,218         61,772         64,466         67,387         67,387         67,387		Traffic Signal Maint, Mechanic		1st Step	2nd Step	3rd Step	4th Step			1st Step	``	3rd Step	4th Step
28.321         29.542         30.829         32.217         Hourty         28.958         30.206           42.481         44.313         46.244         48.326         Time & 1/2         43.437         45.310           56.641         56.641         59.083         61.660         64.435         Double Time         57.915         60.413           1 st Step         July 1, 2024 (2.25%)         4th Step         4th Step         4th Step         61.285,31         1.347.337         1.347.348         1.348.348         1.348.348         1.348.348			Weekly	1,132.823	1,181,673	1,233.193	1,288.693	>	Veekly	1,158.312	-	1.2	1,317.689
42.481         44.313         46.244         48.326         Time & 1/2         43.437         45.310           56.641         59.083         61.660         64.435         Double Time         57.915         60.413           1 st Step         July 1, 2024 (2.25%)         4th Step         4th Step         4th Step         61.660         4th Step         60.413           1 st Step         2nd Step         4th Step         20.233         4th Step         20.223         2th Step         20.525         2th Step         20.525         2th Step         2th Ste			Hourly	28.321	29.542	30.829	32.217	Ŧ	lourly	28.958			32.942
56.641         59.083         61.660         64.435         Double Time         57.915         60.413           July 1, 2024 (2.25%)           1.181 Step         2nd Step         3rd Step         4th Step         4th Step         4th Step         2nd Step         4th Step         4th Step         2nd Step         4th Step         20.610         30.883         30.683         4dd 44.66         67.387         4dd 46.229         4dd 46.466         67.387         4dd 46.466         67.772         4dd 46.466         67.387         4dd 46.466			Time & 1/2	42.481		46.244	48.326	Т	ime & 1/2	43.437		47.285	49.413
1st Step 2nd Step 3nd Step 4th 1.184.374 1.235.446 1.289.311 1.23.245 22.232 24.414 46.329 48.349 59.218 61.772 64.466			Double Time	56.641		61.660	64.435	7	ouble Time	57.915	2,000	63.047	65.884
1st Step   2nd Step   3rd Step   4th   1.285,446   1.289.311   1.355,446   2.232   2.232   44.414   46.329   48.349   59.218   61.772   64.466													
1st Step 2nd Step 3rd Step 4th 1.184.374 1.235.446 1.289.311 1.329.816 32.232 44.414 46.329 48.349 89.248 61.772 64.466					July 1, 2024	(2.25%)							
1.184.374     1.235.446     1.289.311     1.2       29.610     30.886     32.232       44.414     46.329     48.349       59.218     61.772     64.466				1st Step	2nd Step	3rd Step	4th Step						
29,610         30,886         32,232           44,414         46,329         48,349           59,218         61,772         64,466			Weekly	1,184.374	1,235,446	1,289.311	1,347,337						
59.218 61.772 64.466			Hourly	29.610		32.232	33.683						
59.218 61.772 64.466			Time & 1/2	44.414		48.349	50.525						
			Double Time	59.218		64.466	67.367						

12A (40 hours) Incinerator Foreperson 13 (40 hours) Dispatcher										The second second	
			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
<del>                                     </del>	Weekly	1,057.610	-	1,156.559	1,211.238	Weekly	ly	1,078.762	1,127,448	1,179.690	1,235.462
<del>                                     </del>	Hourly	26.441	27.633	28.914	30.281	Hourly	,	26.969	28.186	29.492	30.886
<del>                                     </del>	Time & 1/2	39.660	41.450	43.371	45.422	Time	Time & 1/2	40.453	42.279	44.239	46.330
<del>                                     </del>	Double Time	52.880	55.267	57.828	60.561	Doubl	Double Time	53.938	56.372	58.984	61.773
<del>                                     </del>											
<del>                                      </del>			July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
<del>                                     </del>	6	1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
<del>                                     </del>	Weekly	1,100.337	1,149.997	1,203.284	1,260.172	Weekly	ly	1,125.095	1,175.872	1,230.358	1,288.526
<del>                                      </del>	Hourly	27.509	28.750	30.082	31.504	Hourly		28.128		30.759	32.213
<del>                                     </del>	Time & 1/2	41.263	43.125	45.124	47.257	Time	Time & 1/2	42.191	44.095	46.139	48.320
<del>                                     </del>	Double Time	55.016		60.164	63.008	Doubl	Double Time	56.254		61.518	64.426
<del></del>											
<del>                                     </del>			July 1, 2024 (2.25%)	(2.25%)							
<del>                                     </del>		1st Step	2nd Step	3rd Step	4th Step						
<del>                                     </del>	Weekly	1,150.410	1,202.329	1,258.041	1,317,517						
<del>                                     </del>	Hourly	28.761	30.058	31.451	32.938						
<del>                                     </del>	Time & 1/2	43.140	45.087	47.177	49.407						
<del></del>	Double Time	57.520	60.116	62.902	65.875						
<del></del>	6		July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
<del> - - - - - - - - - - - - - - - - - - -</del>		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Dispatcher	Weekly	1,040.855	1,087.486	1,137.356	1,190.685	Weekly	ly (I	1,061.672	1,109.236	1,160.103	1,214.499
Dispatcher	Hourly	26.022	27.187	28.434	29.767	Hourly	_	26.542	27.731	29.003	30.362
	Time & 1/2	39.032		42.651	44.651	Time	Time & 1/2	39.812	41.597	43.504	45.544
	Double Time	52.042	54.375	56.868	59.535	Doubl	Double Time	53.083	55.462	58.005	60.725
			July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Weekly	1,082.906	1,131.421	1,183.305	1,238.789	Weekly	ly l	1,107.271	1,156.878	1,209.929	1,266.662
	Hourly	27.073	28.286	29.583	30.969	Hourly	,	27.682	28.922	30.248	31.666
	Time & 1/2	40.608	42.429	44.374	46.455	Time & 1/2	& 1/2	41.522	43.383	45.372	47.500
	Double Time	54.145	56.571	59.165	61.940	Doubl	Double Time	55.363	57.844	60.496	63.334
			July 1, 2024 (2.25%)	(2.25%)							
		1st Step	2nd Step	3rd Step	4th Step						
	Weekly	1,132.185	1,182.907	1,237.153	1,295.162						
	Hourly	28.305		30.929	32.379						
	Time & 1/2	42.456		46.393	48.569					2 10	
	Double Time	56.609	59.146	61.858	64.759						

13A (36.25 hours)  Transportation Coordinator Coordinator 15 (36.25 hours) Rehabilitation Specialist		Weekly Hourly Time & 1/2	1st Step	July 1, 2020 (0.0%)	(0.0%)		H			July 1, 2021 (2.0%)	(2.0%)	
		Veekly Yourly Time & 1/2	1st Step	and Sten								
<del> - - - - - - - - - - - - - - - - - - -</del>		Veekly tourly ime & 1/2		מונים כונים	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
<del>                                      </del>		fourly ime & 1/2	1,022.399	1,069.002	1,118.945	1,172.303	We	Weekly	1,042.847	1,090.382	1,141.323	1,195.750
<del>                                     </del>		īme & 1/2	28.204	29.490	30.868	32.340	Hourly	ırly	28.768		31.485	32.986
<del></del>			42.306	44.234	46.301	48.510	Tim	Time & 1/2	43.153		47.227	49.480
<del>                                     </del>		Double Time	56.409	58.979	61.735	64.678	Doc	Double Time	57.537	60.159	62.969	65.972
<del>                                     </del>												
<del>                                     </del>				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
<del></del>			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
<del></del>		Weekly	1,063.704	1,112.189	1,164,150	1,219.665	We	Weekly	1,087.637	1,1	1,190.343	1,247.107
<del></del>		Hourly	29.344	30.682	32.115	33.646	Hourly	ırly	30.004	31.372	32.838	34.403
<del>, , , , , , , , , , , , , , , , , , , </del>		Time & 1/2	44.016	46.021	48.171	50.469	μ	Time & 1/2	45.006		49.255	51.605
<del>, , , , , , , , , , , , , , , , , , , </del>		Double Time	58.687	61.362	64.229	67.291	<u>D</u>	Double Time	800'09	62.743	65.674	68.805
<del></del>	> 1						L					
<del></del>	> 1			July 1, 2024 (2.25%)	(2.25%)							
<del></del>			1st Step	2nd Step	3rd Step	4th Step						
<del></del>		Weekly	1,112.109	1,162,801	1,217.126	1,275.167						
<del>                                     </del>		Hourly	30.679	32.078	33.576	35.177	_		Declaration	3-63-6		
<del>                                     </del>		Time & 1/2	46.019	48.115	50.363	52.766	L					
<del>                                     </del>		Double Time	61.358	64.154	67.152	70.353						
<del>                                     </del>												
<del></del>				July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
<del>                                     </del>			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
<del>                                     </del>	>	Weekly	1,000.001	1,045.032	1,093.277	1,144.773	We	Weekly	1,020,001	1,0	1,115.143	1,167,668
Rehabilitation		Hourly	27.586	28.829	30.159	31.580	Hourly	ırly	28.138		30.763	32.211
		Time & 1/2	41.379	43.242	45.239	47.370	ij	Time & 1/2	42.207	44.107	46.144	48.318
		Double Time	55.173	57.657	60.319	63.159	DO DO	Double Time	56.276	58.810	61.525	64.423
							_					
				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	>	Weekly	1,040.401	1,087.251	1,137,445	1,191.022	We	Weekly	1,063.810	1,111,715	1,163.038	1,217.820
		Hourly	28.701	29.993	31.378	32.856	Hou	Hourly	29.347	30.668	32.084	33.595
	T	Time & 1/2	43.051	44.989	47.067	49.284	Tim	Time & 1/2	44.020		48.126	50.393
		Double Time	57.402	59.987	62.756	65.711	<u>S</u>	Double Time	58.693	61.336	64.168	67.190
				July 1, 2024 (2.25%)	(2.25%)							
			1st Step	2nd Step	3rd Step	4th Step						
	<u> </u>	Weekly	1,087.746	1,136.728	1,189.206	1,245.221						
	4	Hourly	30.007	31.358	32.806	34.351						
	L	Time & 1/2	45.010	47.037	49.209	51.527						
		Double Time	60.014	62.716	65.611	68.701						

15A (40 hours) Painter Sign Painter Facilities Mai							+			-		
				July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
	ris)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,011.904	1,063.518	1,111.601	1,163.142	Wee	Weekly	1,032.142	1,084.788	1,133.833	1,186.404
		Hourly	25.298	26.588	27.790	29.079	Hourly	ırly	25.804	27.120	28.346	29.661
	ainter	Time & 1/2	37.947	39.882	41.685	43.617	Tim	Time & 1/2	38.706	40.680	42.519	44.490
	Facilities Maintainer (Facilities& Energy)	Double Time	50.595	53.176	55.580	58.157	Don	Double Time	51.607	54.240	56.691	59.320
	Facilities Maintainer (Water)											
				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,052.785	1,106.484	1,156.510	1,210.132	Wee	Weekly	1,076.473	1,131.380	1,182.531	1,237.360
		Hourly	26.320	27.662	28.913	30.254	Hourly	ırly	26.912	28.285	29.563	30.935
		Time & 1/2	39.480	41.493	43.369	45.380	Ë	Time & 1/2	40.368		44.345	46.401
		Double Time	52.639	55.325	57.825	60.507	Dou	Double Time	53.823	56.569	59.126	61.868
				July 1, 2024 (2.25%)	(2.25%)							
			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	1,100.693	1,156.836	1,209.138	1,265.201						
		Hourly	27.518	28.921	30.228	31.631						
		Time & 1/2	41.276	43.382	45.343	47.445						
		Double Time	55.034	57.842	60.457	63.260	L					
				July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
$\neg$			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Deputy (Civil I	hours)	Weekly	1,006.098	1,057.699	1,105.795	1,157.340	Wee	Weekly	1,026.220	1,078.853	1,127.911	1,180.487
Deputy (Civil I		Hourly	27.755	29.177	30.505	31.926	Hourly	ırly	28.310		31.115	32.565
(Civil I	Deputy Director	Time & 1/2	41.632	43.767	45.757	47.890	Tim	Time & 1/2	42.464	44.643	46.672	48.847
	(Civil Preparedness)	Double Time	55.509	58.356	61.010	63.853	Dou	Double Time	56.619	59.523	62.230	65.130
	The second secon			July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,046.744	1,100.430	1,150.469	1,204.096	Wee	Weekly	1,070.296	1,125.189	1,176.354	1,231.188
		Hourly	28.876	30.356	31.737	33.216	Hourly	ırly	29.526		32.451	33.964
		Time & 1/2	43.314	45.535	47.606	49.824	Tim	Time & 1/2	44.288		48.677	50.945
	The second secon	Double Time	57.751	60.714	63.475	66.432	Dou	Double Time	59.051	62.080	64.903	67.927
				July 1, 2024 (2.25%)	(2.25%)		L					
			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	1,094.378	1,150.506	1,202.822	1,258.890						
		Hourly	30.190	31.738	33.182	34.728						
		Time & 1/2	45.285	47.608	49.772	52.092						
		Double Time	60.379	63.476	66.363	69.455						

ĺ												
T				July 1, 2020 (0.0%)	(0.0%)		H			July 1, 2021 (2.0%)	(2.0%)	
Τ		5	1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
164	(40 hours)	Weekly	1,007.285	1,051.615	1,079.394	1,149.685	We	Weekly	1,027.431	1,0	1,100.981	1,172.678
T		Hourly	25.182	26.291	26.985	28.742	운	Hourly	25.686	26.817	27.525	29.317
T		Time & 1/2	37.773	39.435	40.477	43.113	Ë	Time & 1/2	38.528	40.224	41.287	43.976
Τ	Maintenance Mechanic	Double Time	50.364	52.580	53.970	57.484	Õ	Double Time	51.371	53.632	55.050	58.634
Γ	Meter Mechanic							-				
Γ	Meter Technician		76	July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
Γ	Scale Operator (PW)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Τ	Timekeener	Weekly	1.047.980	1,094,100	1,123,001	1,196.132	We	Weekly	1,071.559	1,118.717	1,148.269	1,223.045
T		Hourk	26.199	27.353	28.075	29.903	운	Hourly	26.789	27.968	28.707	30.576
T		Time & 1/2	39,299	41.028	42.112	44.855	Ë	Time & 1/2	40.183	41.951	43.060	45.864
T		Double Time	52 399	54.705	56.151	59.807	8	Double Time	53.578	55.936	57.414	61.153
T			05:000	2011								
T				1.1v. 4 2024 (2 2502)	(2 250/1)		-					
T			100	oury 1, 2024	0/077	Ath Cton	+					
٦			1St Step	date puz	old Step	401 3050	+					
		Weekly	1,095.669	1,143.888	1,174,105	1,250.563	4					
Г		Hourly	27.392	28.598	29.353	31.264	-					
Γ		Time & 1/2	41.087	42.895	44.029	46.896						
Γ		Double Time	54.783	57.194	58.706	62.528	_					
Г												
Γ				July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
Γ			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
6	(36.25 hours)	Weekly	956.330	998.315	1,043.377	1,091.414	We	Weekly	975.456	0,	1,064.244	1,113.242
Γ		Hourly	26.382	27.539	28.784	30.109	유	Hourly	26.909		29.359	30.711
Γ	Engineering Aide 2	Time & 1/2	39.573	41.309	43.175	45.164	Tin	Time & 1/2	40.364		44.038	46.067
Γ		Double Time	52.763	55.080	57.564	60.216	2	Double Time	53.818	56.182	58.716	61.420
Γ												
Γ				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
Γ			1st Step	2nd Step	3rd Step	4th Step			1st Step	```	3rd Step	4th Step
		Weekly	994.966	1,038.647	1,085.529	1,135.507	We	Weekly	1,017.352	-,	1,109.954	1,161.056
Γ		Hourly	27.447	28.652	29.947	31.325	운	Hourly	28.065		30.620	32.030
Γ		Time & 1/2	41.172	42.978	44.919	46.988	Ţ	Time & 1/2	42.098	43.945	45.930	48.045
Γ		Double Time	54.895	57.305	59.890	62.649	0	Double Time	56.130	58.595	61.237	64.058
Γ						_						
Γ				July 1, 2024 (2.25%)	(2.25%)							
Γ			1st Step	2nd Step	3rd Step	4th Step						
Γ		Weekly	1,040.243	1,085.912	1,134.927	1,187.180						
Γ		Hourly	28.696	29.956	31.309	32.751						
Γ		Time & 1/2	43.045	44.934	46.963	49.126						
٢		Double Time	57 393	50040	21202	טטט שט						

19A (40 hours)   Weekly Hourly Hourly Hourly Parking Meter Attend Maint.   Time & 1/2   Pump Station Operator   Double Time   Double Time & 1/2   Hourly Hourly   Time & 1/2   Double Time   Double Time & 1/2   Double Time   D	<del></del>	1st Step	3rd Step 3rd Step 1,001,789 26,544 2,2,0% 39,818 53,089 1,104,685 1,104,685 1,104,685 1,104,885 1,154,956 28,874 28,874 28,874 3rd Step 1,154,956 1,	4th Step 1,109.857 27.746 41.620 55.493 55.493 1,154.695 1,154.695 1,1207.241 30.181 45.272 60.363 4th Step 1,094.74 4.1.096.74 4.1.096.74 4.1.096.74 4.1.096.74	Weekly Hourly Time & 1/2 Double Time Meekly Hourly Time & 1/2 Double Time Weekly Weekly Time & 1/2 Double Time	1st Step 994.223 24.856 37.284 49.711 1.036.925 25.923 38.885 51.846 51.846 1st Step 1st Step 981.72 981.72	July 1, 2021 (2.0%)  2nd Step 3rd St 1,037,062 1,083  25.928 27  38.890 40  51.852 54  July 1, 2023 (2.25%)  2nd Step 3rd Step  27.041 28  57.041 28  57.041 28  57.047 56  54.079 56	(2.2%) 3rd Step 1,083,025 1,083,025 40,614 54,151 3rd Step 1,129,541 28,238 42,358 56,476	4th Step  4th Step
(40 hours) Parking Meter Attend./Maint. Pump Station Operator  (40 hours) Senior Center Building/Grounds Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker Golf Maintainer	<del></del>		3rd Step 1,061.789 39.818 53.089 1,104.685 1,104.685 1,104.685 1,104.885 1,104.885 1,104.885 1,104.885 1,104.885 1,104.885 1,104.956 1,154.956 1,154.956 1,104.70 3rd Step 1,104.70	4th Step 1,109,357 55,493 4th Step 1,154,695 28,367 43,307 43,307 57,735 60,363 4th Step 1,094,74 27,37 41,096 41,096 41,056	Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1st Step 1st Step 1,036,925 25,923 38,885 51,846 1st Step 1st Step 1		370 Step 1,083,025 27,075 40,614 54,151 37d Step 1,129,541 28,238 42,358 56,476	4th Step  1,132,054  42,452  56,603  4th Step  4,175  59,034  4th Step  1,116,64  27,32  27,32
(40 hours)  Parking Meter Attend Maint.  Pump Station Operator  Senior Center  Building/Grounds  Maintainer  (formerly General Laborers  and Groundkeepers)  Water Utility Worker  Golf Maintainer	<del></del>		7 1.061.789 26.544 39.818 5 53.089 5 (2.0%) 3rd Step 1.104.685 27.617 4 (2.25%) 3rd Step 1.154.956 1.154.956 1.154.956 1.154.956 28.874 28.874 6 (0.0%) 3rd Step 3rd Step 1.104.700 3rd Step	1,109.857 27.746 41,620 55.493 1,154.695 57.735 43.301 57.735 60.363 4th Step 1,207.241 30.181 4th Step 1,094.74 27.37 41.05 81.05	Weekly Hourly Time & 1/2 Double Time Hourly Hourly Time & 1/2 Double Time Weekly Weekly Hourly Time & 1/2 Double Time	994.223 24.856 37.284 49.711 1.036.925 25.923 38.885 51.846 51.846 981.72 981.72 981.72 49.09		1,083,025 27,075 40,614 54,151 3rd Step 1,129,541 28,238 42,368 56,476	4th Step 44.75 59.034 4th Step 44.275 59.034 4th Step 1,116.64 27.32 59.034 27.32 27.32 27.32 27.32 67.32
Parking Meter Attend JMaint. Pump Station Operator  (40 hours) Senior Center Building/Grounds Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker Golf Maintainer	<del></del>		26.544 39.818 2 (2.0%) 3rd Step 1,104.685 27.617 3rd Step 1,154.956 1	27.746 41.620 55.433 41.154.695 28.867 43.301 57.735 67.735 44th Step 1,207.241 30.181 41.094.74 27.37 41.096.74	Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time Weekly Weekly Hourly Time & 1/2 Double Time	24.856 37.284 49.711 15.036.925 25.923 38.885 51.846 51.846 981.72 981.72 36.83 36.8		27.075 40.614 54.151 (2.25%) 3rd Step 1.129.541 28.238 42.338 56.476	28.301 42.452 56.603 4th Step 44.275 59.034 4th Step 1,116.64 27.92 4th Step 1,116.64
Parking Meter Attend Maint. Pump Station Operator  (40 hours) Senior Center Building/Grounds Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker Golf Maintainer	<del></del>		2 (2.0%) 39.818 5 (53.089) 3rd Step 1,104.685 1,104.70 3rd Step 1,154.956 1,154.956 1,154.956 28.874 3rd Step 1,154.956 1,154.956 1,154.956 28.874 3rd Step 3rd Step 3rd Step 1,00%)	41.620 55.493 55.493 1.154.695 28.867 43.301 57.735 1.207.241 30.181 45.272 60.363 41.094.74 1.094.74 1.094.74 54.74	Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1st Step 1,036.925 25.923 28.885 51.846 51.846 981.72 981.72 981.72 49.681		40.614 54.151 54.151 3rd Step 1.129.541 28.238 42.386 56.476	42.452 56.603 4th Step 1,180,676 29,517 44.275 59,034 4th Step 1,116.64 27.92
Pump Station Operator  [40 hours] Senior Center Building/Grounds Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker GOIf Maintainer	<del></del>		2 (2.0%) 2 (2.0%) 3 rd Step 3 1,104,685 41,426 55,234 42,25% 3 rd Step 1,154,956 28,874 28,874 28,312 3 rd Step 1,104,70 3 rd Step 1,047,70 3 rd Step	4th Step 1.154.695 28.867 43.301 57.735 1.207.241 30.181 45.272 41.094.74 27.37 41.05 63.63	Double Time Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1st Step 1.036.925 25.923 38.885 51.846 51.846 981.72 981.72 981.72 49.08		54.151 (2.25%) 3rd Step 1.129.541 28.238 42.358 56.476	4th Step 1,180,676 29,517 44,275 59,034 4th Step 1,116,64 27,32 27,32 41,87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del></del>		2 (2.0%) 3rd Step 1,104.685 1,104.685 1,104.685 1,104.685 1,104.685 1,125%) 3rd Step 1,154.956 28.874 4,3312 3rd Step	4th Step 1,154,695 28,867 43,307 57,735 57,735 1,207,241 30,181 45,272 60,363 4th Step 1,094,74 27,37 41,05 54,74	Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1st Step 1,036,925 25,923 38,885 51,846 51,846 1st Step 1st Step 981.72 981.72 49.08		(2.25%) 3rd Step 1.129.541 28.238 42.358 56.476	4th Step 1,180,676 29,517 44,275 59,034 4th Step 1,116,64 27,92 57,92
(40 hours) Senior Center Building/Grounds Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del></del>		2 (2.0%) 3rd Step 3rd Step 3rd Step 4 (2.25%) 3rd Step 1,104,685 55.234 4 (2.25%) 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,956 1,154,770 1,047,70	4th Step 1,154,695 43,301 57,735 1,207,241 30,181 45,272 60,365 60,365 41,064,74 27,37 41,05 54,74	Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1st Step 1,036.925 25.923 38.885 51.846 51.846 1st Step 1st Step 981.72 36.174 49.09		(2.25%) 3rd Step 1.129.541 28.238 42.358 56.476	4th Step 1,180,676 29,517 44,275 59,034 4th Step 1,116,64 27,92 27,92
(40 hours) Senior Center Building/Grounds Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del></del>		3rd Step 3.rd Step 3.rd Step 4.104.685 5.234 4.2.25%) 3.rd Step 1.154.956 2.8.874 6.00.0%) 3rd Step 3.rd Step 1.104.70	4th Step 1,154,695 28,867 43,301 57,735 4th Step 1,207,241 30,181 45,272 60,365 60,365 41,094,74 7,094,74 7,094,74 54,74	Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1st Step 1,036,925 25,923 38,885 51,846 51,846 1st Step 1st Step 981,72 36,134 49,09		3rd Step 1.129.541 28.238 42.358 56.476	4th Step 1.180.676 29.517 44.275 59.034 4th Step 1,116.64 27.92
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del></del>		3 1.104.685 5 27.617 8 41.426 9 55.234 4 (2.25%) 3rd Step 1.154.956 1.154.956 1.154.956 0 (0.0%) 3rd Step 43.312 5 57.47 1 0.00%) 3rd Step 1 1.047.70 3rd Step	28.867 28.867 43.301 57.735 44.0 Step 71.207.241 30.181 45.272 60.363 41.094.74 27.37 41.09	Weekly Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	1,036,925 25,923 38,885 51,846 1st Step 1st Step 981,72 981,74 36,89		1,129,541 28,238 42,358 56,476	41.180.676 29.517 44.275 59.034 411 Step 1,116.64 27.92
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del></del>		27.617 31.426 31.426 31.426 31.426 31.154.956 1.1	28.867 43.301 57.735 67.735 1.207.241 30.181 45.272 60.363 41.094.74 27.37 41.05 65.74	Hourly Time & 1/2 Double Time Weekly Hourly Time & 1/2 Double Time	25,923 38,885 51,846 1st Step 981,72 981,74 49,081		28.238 42.336 56.476	41.275 59.034 4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker			41.426 55.234 4(2.25%) 3rd Step 1,154.956 28.874 43.312 57.747 0(0.0%) 3rd Step 1,047.70	43.301 57.735 44th Step 1.207.241 30.181 45.272 60.363 61.094.74 1.094.74 27.37 41.05	Time & 1/2 Double Time  Double Time  Weekly Hourly Time & 1/2 Double Time	38.885 51.846 51.846 1 1st Step 981.72 981.72 36.81 36.81		42.358 56.476	44.275 59.034 4th Step 1,116.64 27.32 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del>                                     </del>		4 (2.25%) 4 (2.25%) 3rd Step 1,154.956 1,154.956 1,154.956 1,00%) 3rd Step	4th Step 1.207.241 30.181 45.272 60.363 1.094.74 27.37 41.05 54.74	Double Time  Weekly Hourly Time & 1/2 Double Time	51.846 1st Step 981.72 981.72 36.81 49.09		56.476	4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer [formerly General Laborers and Groundkeepers) Water Utility Worker			4 (2.25%) 3rd Step 1,154,956 28.874 43.312 5 57.747 0 (0.0%) 3rd Step 3rd Step 3rd Step 1,047.70	4th Step 1,207.241 30.181 45.272 60.365 4th Step 1,094.74 27.37 41.05 54.74	Weekly Hourly Time & 1/2	1st Step 981.72 981.72 36.81 49.09			4th Step 1,116.64 27.92
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker GOF Maintainer			4 (2.25%) 3rd Step 1,154,956 28.874 43.312 5 57.747 0 (0.0%) 3rd Step 3rd Step 1,047.70 26.19	4th Step 1,207.241 30.181 45,272 60,365 1,094,74 27,37 41,05 54,74	Weekly Hourly Time 8.1/2	1st Step 981.72 24.54 49.09			4th Step 1,116.64 27.92
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker			3rd Step 1,154.956 28.874 3 43.312 5 57.747 0 (0.0%) 3rd Step 3rd Step 1,047.70 26.19	4th Step 1,207.241 30.181 45.272 60.363 4th Step 1,094.74 27.37 41.05 54.74	Weekly Hourly Hourly Time & 1/2	1st Step 981.72 24.54 36.81			4th Step 1,116.64 27.92
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker			1,154.956 28.874 3 43.312 57.747 0 (0.0%) 3rd Step 1,047.70 26.19	1,207,241 30,181 45,272 60,363 4th Step 1,094,74 27,37 41,05 54,74	Weekly Hourly Hourly Time & 1/2	1st Step 981.72 24.54 36.81			4th Step 1,116.64 27.92
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	<del>                                     </del>		28.874 43.312 57.747 0 (0.0%) 3rd Step 1 1.047.70 3 20.20	30.181 45.272 60.363 4th Step 1.094.74 27.37 41.05 54.74	Weekly Hourly Hourly Time 8 1/2	1st Step 981.72 981.72 36.81 49.09			4th Step 1,116.64 27.92 42.82
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker			3 43.312 5 57.747 0 (0.0%) 3 7 Step 1 1.047.70	45.272 60.363 4th Step 1,094.74 27.37 41.05	Weekly Hourly Time & 1/2	1st Step 981.72 981.72 36.81 49.09			4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker GOF Maintainer			5 57.747 0 (0.0%) 3rd Step 1 1.047.70	60.363 4th Step 1,094.74 27.37 41.05 54.74	Weekly Hourly Thome & 1/2	1st Step 981.72 24.54 36.81			4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker GOF Maintainer	<del>                                     </del>		3rd Step 1,047.70	4th Step 1,094,74 27.37 41.05 54.74	Weekly Hourly Time & 1/2	1st Step 981.72 24.54 24.54 36.81			4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	11/2 11/2 Time 6% 1.0	7007	0 (0.0%) 3rd Step 1 1,047.70 26.19	4th Step 1,094,74 27.37 41.05 54,74	Weekly Hourly Time & 1/2	1st Step 981.72 24.54 36.81			4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	15t: 7/2 1/2 Time 1.0	10001	3rd Step 1,047.70	4th Step 1,094.74 27.37 41.05 54.74	Weekly Hourly Time & 1/2	1st Step 981.72 24.54 36.81 49.09	1,10, 4, 2024 /2 00/1	(2007)	4th Step 1,116.64 27.92 41.87
(40 hours) Senior Center Building/Grounds Maintainer Public Works Maintainer (formerly General Laborers and Groundkeepers) Water Utility Worker	7 8 1/2 8 1.0	7 7 1,C	, L.	4tn Step 1,094.74 27.37 41.05 54.74	Weekly Hourly Time & 1/2	151 Step 981.72 24.54 36.81 49.09	July 1, 2021	0,0.70	4un Step 1,116.64 27.92 41.87
Naintainer  (formerly General Laborers and Groundkeepers)  Water Utility Worker  Golf Maintainer	. 1/2 Time 6% 1.0	7		27.37 41.05 54.74	Hourly Time & 1/2	24.72 24.54 36.81 49.09	1	date pie	27.92
ds aintainer al Laborers pers)	. 1/2 Tīme 6% 1.0			27.37 41.05 54.74	Hourly Time & 1/2	24.54 36.81 49.09	┙	1,068.66	41.87
ds aintainer al Laborers pers)	7/2 Time 6% 1.0			54.74	Time & 1/2	36.81	25.59	26.72	41.87
ds aintainer al Laborers pers)	. Time 6% 1.0			54.74	Double Time	49 09		40.07	00 44
aintainer "al Laborers pers) orker	1,0	_	3 52.38		Double I me	22.21	51.18	53.43	22.03
aintainer "al Laborers pers) orker	1,0			1					
aintainer al Laborers pers) orker		5.	1.	1,160.43	Base + 6%	1,040.63	-,	1,132.77	1,183.63
ral Laborers pers)		25.51 26.60		29.01	Hourly	26.02		28.32	29.59
pers) orker	-	١	41.65	43.52	Time & 1/2	39.02		42.48	44.39
orker	+	51.01 53.19		58.02	Double Time	52.03	54.26	56.64	59.18
orker				1					
		4	2 (2.0%)				July 1, 2023 (2.25%)	(2.25%)	
	~	2	Ε.	4th Step		1st Step	7	3rd Step	4th Step
	1,0	5	÷.	1,138.97	Weekly	1,023.89	7,	1,114.56	1,164.60
oer .	+	25.03 26.10	27.25	28.47	Hourly	25.60		27.86	29.12
at Stanley Golf Course) Time & 1/2	$\frac{1}{1}$			42.71	Time & 1/2		40.04	41.80	43.67
Double	-	0.07 52.21		56.95	Double Time			55.73	58.23
	+	١							
Base + 6%	%9	-	<u>;</u>	1,207.31	Base + 6%	1,085.32	-	1,181.43	1,234.47
Hourly		26.54 27.67	7 28.89	30.18	Hourly	27.13	28.29	29.54	30.86
Time & 1/2				45.27	Time & 1/2	40.70		44.30	46.29
Double Time		3.07 55.34		60.37	Double Time	- 54.27	56.59	59.07	61.72
		_	4 (2.25%)						
	1st Step	2nc	e	4th Step					
Weekly		1,046.92 1,091.67	1,139.63	1,190.80					
Hourly				29.77					
Time & 1/2	1/2	39.26 40.94	=	44.66					
Double Time				59.54					
		┙							
Base + 6%	<u>'</u> .	-	1,2	1,262.25					
Hourly		27.74 28.93		31.56					
Time & 1/2	1		45.30	47.33					
Double Time	1	55.49 57.86		63.11					

1	L							-					
The continue of the continue	L				July 1, 2020	(%0.0)		-			July 1, 2021	(2.0%)	
Control   Houry   Sept. 254   Sept. 254				1st Step	2nd Step	3rd Step	4th Step			1st Step	2	3rd Step	4th Step
Figure   F	23	F	Weekly	911.561	950.554	992.113	1,036.561	M	sekly	929.792		1,011.955	1,057.292
Engineering Aide 1 Time 8 1/2 37/2 33/32 1 33/32   57,189   Time 8 1/2 51/329 5 54.65 5 54.65 5 55.10 1 20 1 20 1 20 1 20 1 20 1 20 1 20 1	L		Hourly	25.147		27.369	28.595	로	urly	25.650		27.916	29.167
The color of the	L	Engineering Aide 1	Time & 1/2	37.721		41.053	42.892	Ë	ne & 1/2	38.475	40.121	41.874	43.750
Meeky	L		Double Time	50.293		54.737	57.189	2	uble Time	51.299		55.831	58.333
Mesky   24.58   200 Seps 57   1.022 144   1.024   1.074   202 14.0   1.074   1.022   1.074   1.022   1.074   1.022   1.074   1.074   1.022   1.074	L												
Think & 1/2 Case   20.2261   410.55c of the Note   10.01 Case   10.0	L				July 1, 2022	(2.0%)					July 1, 2023	(2.25%)	
Houry   Set 38   47.22   1.023 4.0   Houry   Set 18   1.024.75				1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Houry   25 428   4272   29 246   122 44 22 2   14 247   29 250   14 247   41,544   41,544   43,613   41,544   43,613   41,544   43,613   41,544   43,613   41,544   43,613   41,544   43,613   41,544   43,613   41,544   43,613   41,544   43,613   41,544	L		Weekly	948.388		1,032.194	1,078.438	Š	eekly	969.727	1,011.208	1,055.419	1,102.703
Time 8 1/2   39.244   40.924   42.6772   44.625   55.796   56.299   56.29	L		Hourly	26.163		28.475	29.750	운	urly	26.752	27.895	29.115	30.419
Double Time   52,325   54,562   56,948   59,500   Double Time   52,325   54,562   56,948   59,500   Double Time   54,706   121,509   11,023   11,024   11,	L		Time & 1/2	39.244		42.712	44.625	Ë	ne & 1/2	40.127	41.844	43.673	45.629
Meeky   141 Step   214 Step   214 Step   217 Step   2			Double Time	52.325		56.948	59.500	å	uble Time	53.502	55.790	58.229	60.838
Meakly   141,5024 (2.25%)   1,074,12024 (2								-					
Meeky   Self-Sep   2nd Step   4th Step   4					July 1, 2024	(2.25%)		-					
Weeky   891.546   1.023.960   1.079.165   1.127.514	L			1st Step	2nd Step	3rd Step	4th Step	-					
Hourly			Weekly	991.546	1,033.960	1,079.165	1,127.514	_					
Time & 1/2   41,020   42,766   46,656	L		Hourly	27.354		29.770	31.104	H					
Double Time	L		Time & 1/2	41.030		44.656	46.656						
Months   M			Double Time	54.706		59.540	62.207	H					
Moekk   Moek													
Weekly         226.58B         3rd Step         4th Step         3rd Step         4th Step         2th Step <t< th=""><th>L</th><th></th><th></th><th></th><th>July 1, 2020</th><th>(%0.0)</th><th></th><th></th><th></th><th></th><th>July 1, 2021</th><th>(2.0%)</th><th></th></t<>	L				July 1, 2020	(%0.0)					July 1, 2021	(2.0%)	
(40 hours)         Weekly         929.989         968.953         1.010.584         1.055.031         Weekly         948.589         988.332         1.000.796           (40 hours)         Hourly         23.250         28.226         25.265         26.376         Hourly         28.715         24.708         25.706           (40 hours)         Hourly         23.280         37.897         38.654         Time & 1/2         36.737         1.000.796           (40 hours)         Double Time         46.501         48.448         50.528         52.752         Double Time         47.431         49.417         51.540           Cardener         Weekly         967.560         1.008.098         1.051.412         1.097.654         Weekly         988.330         1.004.71         51.540           Cardener         Hourly         24.188         25.202         26.286         27.442         Hourly         24.733         25.769         26.877           Cardener         Hourly         24.188         25.202         26.286         27.442         Hourly         24.733         25.769         26.877           Cardener         Time & 1/2         36.284         37.804         52.883         Double Time         48.376         26.286				1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
(40 hours)         Hourly         23.256         24.223         25.265         26.376         Hourly         23.715         24.708         25.775         37.765         25.775         37.675         37.765         37.675         37.			Weekly	929.989	968.953	1,010.584	1,055.031	Š	sekly	948.589	988.332	1,030.796	1,076.131
Time & 1/2   34,875   36,336   37,897   39,563   Time & 1/2   37,063   38,654     Double Time   46,501   48,448   50,529   52,752   Double Time   47,431   49,417   51,540     Ouble Time   1st Step   2nd Step   4th Step   4th Step   4th Step   4th Step   26,284   37,894   39,428   41,161   Time & 1/2   36,284   37,804   39,428   41,161   Time & 1/2   36,284   37,804   39,428   41,161   Time & 1/2   36,284   37,804   39,428   41,161   Time & 1/2   37,101   38,655   40,315   31,540   31,340   3	23A		Hourly	23.250		25.265	26.376	윈	urly	23.715		25.770	26.904
Double Time         46.501         48.448         50.529         52.752         Double Time         47.431         49.417         51.540           Moekky         1st Step         2nd Step         4th Step         4th Step         1st Step         2nd Step         1.037.654         Meekky         389.330         1.037.780         3rd Step         1.037.654         Meekky         389.330         1.037.869         1.037.869         3rd Step         1.037.864         3rd Step         41.161         Time & 1/2         3rd Step         41.161         Time & 1/2         3rd Step         40.315         3rd Step         40.316         3rd Step         41.161         Time & 1/2         3rd Step         41.161         Time & 1/2         3rd Step         41.161         Time & 1/2         3rd Step         4rd Step			Time & 1/2	34.875		37.897	39.563	Ë	ne & 1/2	35.573	37.063	38.654	40.354
1st Step   2nd Step   3rd Step   4th Step   1st Step   3rd Step			Double Time	46.501		50.529	52.752	മ്	uble Time	47.431	49.417	51.540	53.807
Miles   Mile	L												
Weekly         967.560         1.08.08p         3rd Step         4th Step         4th Step         1st Step         2nd Step         3rd Step         4rl Step         2rd 100         3rd Step         4rl Step         2rd 100         3rd Step         4rl Step         3rd Step         3rd Step         4rl Step         3rd Step         3rd Step         4rl Step         3rd Step					July 1, 2022	(2.0%)					July 1, 2023	(2.25%)	1
Weekly         967.560         1,008.098         1,051.412         1,097.654         Weekly         989.330         1,037.780         1,075.069           Hourly         24,189         25.202         26.286         27.442         Hourly         24,733         25.789         26.877           Time & 1/2         36,284         37.804         38.428         41.161         Time & 1/2         37.101         38.655         40.315           Double Time         48,379         50.406         52.570         54.883         Double Time         49.468         51.540         53.753           Weekly         1st Step         2nd Step         4th Step         4th Step         4th Step         51.540         53.753           Hourly         25.290         26.348         27.482         28.690         54.903         57.381         9           Double Time         50.581         52.699         54.963         57.381         9         9         9         9				1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Hourly 24.189 25.202 26.286 27.442 Hourly 24.733 25.769  Time & 1/2 36.284 37.504 39.428 41.161 Time & 1/2 37.101 38.655  Double Time & 18.379 50.406 52.570 54.883 Double Time & 19.468 51.540  Neekly 1, 1011.590 2nd Step 4th Step Hourly 25.290 26.348 27.482 28.690 Hourly 25.290 26.348 27.482 28.690 Double Time & 1/2 37.936 39.525 41.222 43.034 Double Time & 1/2 50.581 52.699 54.963 57.381		Caretaker 1	Weekly	967.560	1,0	1,051.412	1,097.654	Ž	ekly	989.330	1,030.780	1,075.069	1,122.351
Time & 1/2   36.284   37.804   39.428   41.161   Time & 1/2   37.101   38.655     Double Time   48.379   50.406   52.570   54.883   Double Time   49.466   51.540     Double Time   48.379   50.406   52.576   54.883   Double Time   49.466   51.540     Meekly   1.011.590   2nd Step   4th Step   4th Step   4th Step   1.092.28   1.147.604		Gardener	Hourly	24.189		26.286	27.442	윈	urly	24.733	25.769	26.877	28.059
48.379         50.406         52.570         54.883         Double Time         49.468         51.540           July 1, 2024 (2.25%)           1 st Step         2nd Step         4th Step         4th Step         2nd Step         1.03.378         1.47.864         1.65.378         1.47.864         1.55.289         1.37.482         1.35.69         1.57.381			Time & 1/2	36.284		39.428	41.161	Ë	ne & 1/2	37.101	38.655	40.315	42.087
1st Step 2nd Step 3nd Step 4th 1.015.90 1.053.973 1.099.258 1.1 25.290 26.348 27.482 37.936 39.525 41.222 50.581 52.699 54.963			Double Time	48.379		52.570	54.883	۵	uble Time	49.468	51.540	53.753	56.118
July 1, 2024 (2.25%)  1st Step 2nd Step 3rd Step 4th 1,011.590 1,053.973 1,099.258 1,1 25.290 26.348 27.482 37.936 39.525 41.222 50.581 55.699 54.963								-					
1st Step         2nd Step         3rd Step         4th           1,011.590         1,053.973         1,099.258         1,1           25.290         26.348         27.482         39.525         41.222           37.936         39.525         41.222         56.581         54.963					July 1, 2024	(2.25%)							
1,011.590 1,053.973 1,099.258 1,1 25.290 26.348 27.482 37.936 39.525 41.222 50.581 52.699 54.963				1st Step	2nd Step	3rd Step	4th Step						
25.290 26.348 27.482 37.936 39.525 41.222 50.581 52.699 54.963	L		Weekly	1,011.590	1,053.973	1,099.258	1,147.604						
37.936 39.525 41.222 50.581 52.699 54.963			Hourly	25.290		27.482	28.690	H					
50.581 52.699 54.963			Time & 1/2	37.936		41.222	43.034						
			Double Time	50.581		54.963	57.381						

			July 1, 2020	(%0.0)				July 1, 2021 (2.0%)	(2.0%)	
		1ct Cton	2nd Stan	3rd Stan	Ath Stan		1ct Sten	2nd Sten	3rd Sten	4th Sten
-		dale lei	CO CO CO	dalc nic	4 004 74	Mooble	CA KCO	┸	4 000 20	4 040 48
26 (40 hours)	Weekly	906.39	942.27	880.08	1,021./4	vveekiy	324.32		1,000.23	1,042.10
	Hourly	22.55	23.35	24.52	CC.C2	Hourly	11.67		23.01	20.00
Custodian	lime & 1/2	33.99	35.34	36.78	38.32	IIMe & 1/2	34.07		10.78	33.00
Garage Attendant	Double Time	45.32	47.11	49.04	51.09	Double Time	46.23	48.06	50.02	52.11
	700	77.000	70 000	7 000	7 000 07	/00	020 020	Ι	4 080 24	17 101 1
	Pase + 0%	34.02	24 07	1,039.32	1,063.04	Hours,	24.50	75.47	26.51	1,104.70
	Time 8 4/0	20.4.7	27.45	00.00	20.72	Time 8 479	36.75		30.75	41.4
	Z/I we will be	30.03	50.40	20.90	10.01	Time & 1/2	30.73	20.02	00.00	41.45
	Double Time	48.04	48.84	35.75	04.10	Double Time	48.00		23.02	22.5
			.luly 1 2022 (2 0%)	(2.0%)				July 1, 2023 (2,25%)	(2.25%)	
		1ct Cton	2nd Ston	and Ston	4th Cton		1ct Stan	2nd Ston	3rd Ston	Ath Sten
	10000	181 3180	7	ľ	4 063 02	Mooth	131 312 33	1	1 0/3 9E	1 086 0
	VVeekiy	343.01	300.34	1,020.30	20.500,1	VVEENIY	24.22		L	1,000,1
	Tiboliy	25.37		L	20.00	Time 8.172	26.16	37.50	l	AC 78
	Octible Time	47.45		L	23.00	Double Time	48.24		l	54.2
	Double Time	47.15	49.02		33.13	Double little	40.21			0.45
	205 t each	94 000	4 000 4	4 084 52	1 128 BO	Race + 6%	1 000 07	1 082 54	1 105 85	1 152 15
	No. + Dead	00 80	90 30	20.100.1	1,120.00	Hourk	25.55		1	28 80
	Time 8.1/2	37 AB	38 07	40.55	42.05	Time & 1/2	38 33	39.85	41 47	43.21
	Double Time	40 98	51 OR	54 08	56.34	Double Time	51 10		55 29	57.6
				3						
			July 1, 2024 (2.25%)	(2.25%)						
		1st Step	2nd Step	3rd Step	4th Step					
	Weekly	985.92	1,024.95	L	1,111.39					
	Hourly	24.65	25.62		27.79					
	Time & 1/2	36.97	38.44		41.68					
	Double Time	49.30	51.25	53.34	55.57				Ì	
				1						
	Base + 6%	1,045.07	1,086.45	-	1,178.07					
	Hourly	26.13	27.16		29.45					
	Time & 1/2	39.19	40.74	42.40	44.18					
	Double Time	52.25	54.32		58.90					
			Inly 4 2020 (0.0%)	(70 00/)				hily 4 2024 (2 0%)	(2 0%)	
		104 0400	2nd Cton	Ord Chan	4th Cton		1ct Oton	2nd Ston	3rd Ston	Ath Cton
34 (40 nours)	VACOAN.	151 Step	744 062		4111 Step	Moobly	151 Step 725 224		786 387	411 SIED
lailer	Hours	18.021	18 624		19.968	Hourly	18.381		19.660	20.368
Police Matron	Time & 1/2	27.031	27.936		29.951	Time & 1/2	27.572		29.490	30.550
	Double Time	36,041	37.248		39.934	Double Time	36.762		39.320	40.732
			July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
		1st Step	2nd Step	6	4th Step		1st Step	2nd Step	S	4th Step
	Weekly	749.939	775.058	П	830.953	Weekly	766.812	792.497		849.649
	Hourly	18.749	19.376	20.053	20.775	Hourly	19.171		20.504	21.243
	Time & 1/2	28.123	29.065		31.161	Time & 1/2	28.756	29.719		31.86
	Double Time	37.497	38.753		41.547	Double Time	38.341			42.48
			1.15r 4 2024 (2 25%)	(2.95%)						
		,	July 1, 2024	(2.2.70)						
	1000	1St Step	Znd Step	3	4th Step					
	Weekly	784.065	810.328	1	868.766					
	Time \$ 1/2	19.002	20.230	24.440	22 570					
	\\\ \&\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	28.403	000		2/0/2					

ĺ											
35	(40 hours)			July 1, 2020 (0.0%)	(%0.0)				July 1, 2021 (2.0%)	(2.0%)	
1			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
Γ	Parking Monitor	Weekly	923.523	961.637	999.164	1,045.489	Weekly	941.994	0,	1,019.148	1,066.399
Γ	Maintainer (Recreation)	Hourly	23.088	24.042	24.980	26.137	Hourly	23.550			26.659
	Security Guard	Time & 1/2	34.633	36.062	37.469	39.207	Time & 1/2	35.325			39.991
Γ		Double Time	46.177	48.081	49.958	52.274	Double Time	e 47.101	1 49.043	50.957	53.320
Γ											
Γ				July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
Γ			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
Γ		Weekly	960.834	1,000.488	1,039.531	1,087.727	Weekly	982.452	1,0	1,062.920	1,112,201
Γ		Hourly	24.021	25.013	25.989	27.192	Hourly	24.561			27.804
		Time & 1/2	36.032	37.519	38,983	40.790	Time & 1/2	36.843	3 38.363		41.708
Γ		Double Time	48.043	50.023	51.977	54.386	Double Time	e 49.124		53.146	55.610
Γ											
Γ				July 1, 2024 (2.25%)	(2.25%)						
Γ			1st Step	2nd Step	3rd Step	4th Step	)				
Γ		Weekly	1,004.558	1,046.016	1,086.836	1,137.225					
Γ		Hourly	25.114	26.151	27.172	28.430					
		Time & 1/2	37.671	39.226	40.757	42.647					
		Double Time	50.229	52.300	54.342	56.861					
Г											
				July 1, 2020 (0.0%)	(%0.0)				July 1, 2021 (2.0%)	(2.0%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
35A	(40 hours)	Weekly	845.933	883.049	921.222	966.578	Weekly	862.851	0,	O,	985.909
F		Hourly	21.148	22.076	23.030	24.164	Hourly	21.571			24.647
Γ	Water Utility Worker (Trainee)	Time & 1/2	31.722	33.114	34.546	36.248	Time & 1/2	32.356			36.973
		Double Time	42.295	44.151	46.061	48.329	Double Time	e 43.141	1 45.034	46.983	49.296
Γ				July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
ſ			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	က်	4th Step
Γ		Weekly	880.108	918.725	958.439	1,005.627	Weekly	899.911	0,	0,	1,028.254
		Hourly	22.003	22.967	23.961	25.140	Hourly	22.498			25.706
Γ		Time & 1/2	33.003	34.452	35.942	37.712	Time & 1/2	33.746	6 35.227	36.751	38.561
		Double Time	44.004	45.935	47.922	50.282	Double Time	e 44.994	46.968	49.000	51.413
Γ											
Γ				July 1, 2024 (2.25%)	(2.25%)						
			1st Step	2nd Step	3rd Step	4th Step					
		Weekly	920.159	960.532	1,002.054	1,051.390					
Γ		Hourly	23.004	24.013	25.051	26.284					
		Time & 1/2	34.505	36.019	37.577	39.428					
Ī		Double Time	46 007	300 01	50 402	62 670					

37 (40 hours) Cemetary Maintainer										
		Š	18	(0.0%)				July 1, 2021 (2.0%)	(2.0%)	3
		1st Step	2nd Step	3rd Step	4th Step		1st Step	2nc	3rd Step	4th Step
Cemetary Maintainer	Weekly	879.90		Ĩ	988.60	Weekly	897.50	ĵ,	969.15	1,008.37
Cemetary Maintainer	Hourly	22.00	22.89		24.71	Hourly	22.44		24.23	25.21
	Time & 1/2	33.00		35.63	37.07	Time & 1/2	33.66		36.34	37.81
	Double Time	43.99			49.43	Double Time	44.87	7 46.69	48.46	50.42
	Base + 6%	932.69		1,007.15	1,047.91	Base + 6%	951.35	٠ <i>,</i>	1,027.30	1,068.87
	Hourly	23.32	24.26	25.18	26.20	Hourly	23.78		25.68	26.72
	Time & 1/2	34.98		37.77	39.30	Time & 1/2	35.68	37.12	38.52	40.08
	Double Time	46.63		50.36	52.40	Double Time	47.57	7 49.49	51.37	53.44
	4									
			July 1, 2022 (2.0%)	(2.0%)				July 1, 2023 (2.25%)	(2.25%)	
		1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
	Weekly	915.45	952.52	988.53	1.028.53	Weekly	936.04		ı	1,051.68
	Houri	22.89		24.71	25.71	Hourly	23.40	24.35		26.29
	Time & 1/2	34 33	35 72	37.07	38.57	Time & 1/2	35.10		l	39.44
	ZU N SIIII	75.77		10.00	54.43	Double Time	46.80		50.50	52.58
	auli aignori	40.77		4.00	24.10	allil algnor	40.04		١	32.30
								1	0, 1,40	02.777
	Base + 6%	970.37	1,0	1,047.84	1,090.25	Base + 6%	992.21	-	1,071.42	1,114.78
	Hourly	24.26		26.20	27.26	Hourly	24.81	25.81	26.79	27.87
	Time & 1/2	36.39			40.88	Time & 1/2	37.21		40.18	41.80
	Double Time	48.52	50.48	52.39	54.51	Double Time	49.61	51.62	53.57	55.74
			July 1, 2024	(2.25%)						
		1st Step	2nd Step	3rd Step	4th Step					
	Weekly	957.10	0,	1,0	1,075.34					
	Hourly	23.93	24.90	25.84	26.88					
	Time & 1/2	35.89			40.32					
	Double Time	47.85	49.79	51.68	53.77					
	700				0000					
	%9 + 9299 	1,014.53		-	1,139.85					
	Time 8.1/2	20.30			20.30 42.75					
	Double Time	50.04	50.00	7 72	56.00					
	oli i oligono	20.52			66.00					
			1,41 1 2020 (0 0%)	17%0 07				1,41 1 2024 (2 0%)	170061	
		404 Oton	and Cton	324 0400	4th Cton		1ct Cton	2nd Ston	3rd C+0n	Ath Cton
_	100	1St Step	Zna Step	7	4th Step	10001	15t Step	Zud Step	ou step	4th Step
41 (36.25 hours)	Weekly	744.332			041.303	vveekiy	709.443			020.587
	Hourly	20.539	21.395	22.288	23.216	Houriy	20.950	21.823	22.733	23.680
Bus Driver	Time & 1/2	30.809			34.822	Time & 1/2	31.425	1	34.101	35.518
	Double Time	41.078	42.782	44.5/5	46.431	Double Lime	41.900	43.648	45.46/	47.358
			Intv 1 2022	(20%)				Linky 1 2023	(2.25%)	
		1st Sten	2nd Sten	3rd Sten	4th Sten		1st Sten	2nd Sten	3rd Sten	4th Sten
	VINAGON	10	806.933	1	875.565	Weekly	792.061	╀	859 490	895.265
	Alrich	21369	22.260	L	24 154	Hourly	21.850		23.710	24.697
	Time & 1/2	32.054	33.390		36.229	Time & 1/2	32.775	34.142	35.565	37.044
	Double Time	42.738			48.307	Double Time	43.700		47.420	49.394
			July 1, 2024 (2.25%)	(2.25%)						
		1st Step	2nd Step	ઌ	4th Step					
	Weekly	809.882		~	915.408					
	Hourly	22.341	23.273	24.243	25.253					
	Time & 1/2	33.512	1	١	37.877					
	Double Time	44.683			50.505					

41A				2070707070		- 70				200	10/0.7	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	(40 hours)	Weekly	777.064	808.098	840.450	874.078	Ś	Weekly	792.605	824.260	857.259	891.559
		Hourly	19.427	20.202	21.012	21.852	Í	Hourly	19.816		21.432	22.290
		Time & 1/2	29.139	30.305	31.516	32.778	E	Time & 1/2	29.722	30.911	32.147	33.434
		Double Time	38.853	40.405	42.022	43.704	Ŏ	Double Time	39.630	41.213	42.863	44.578
				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	808.458	840.745	874.404	909.391	≥	Weekly	826.648	859.662	894.078	929.852
		Hourly	20.212	21.019	21.860	22.735	Ĭ	Hourly	20.667	21.492	22.352	23.247
		Time & 1/2	30.316	31.529	32.790	34.102	F	Time & 1/2	30.999	32.238	33.527	34.870
		Double Time	40.423		43.720	45.469	Ŏ	Double Time	41.333	42.983	44.704	46.493
		18.		July 1, 2024 (2.25%)	(2.25%)					1		
			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	845.247	879.005	914.195	950.773						
		Hourly	21.132		22.855	23.770						
		Time & 1/2	31.696		34.282	35.654						
		Double Time	42.262	43.950	45.709	47.539						
Ĺ	Clerical Employees			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
-	(40 hours)	Weekly	822.464	w	889.822	925.591	\$	Weekly	838.913	873.057	907.619	944.103
		Hourly	20.575		22.245	23.139	Í	Hourly	20.987	21.830	22.690	23.602
Ĺ	Cashier Clerk	Time & 1/2	30.861		33,369	34.710	Ξ	Time & 1/2	31.479	32.744	34.036	35.404
		Double Time	41.148	42.803	44.492	46.280	Ó	Double Time	41.971	43.659	45.382	47.206
							+					T
				July 1, 2022 (2.0%)	(2.0%)		+			July 1, 2023 (2.25%)	(7.25%)	
			1st Step	2nd Step	3rd Step	4th Step	+		1st Step	2nd Step	3rd Step	4th Step
		Weekly	855.692	890.519	925.771	962.985	≤	Weekly	874.945	910.555	946.601	984.652
		Hourly	21.407	22.267	23.144	24.074	Ĭ	Hourly	21.888	22.768	23.664	24.616
		Time & 1/2	32.108	33.399	34.717	36.113	F	Time & 1/2	32.831	34.151	35.498	36.925
		Double Time	42.811	44.532	46.290	48.150	Ó	Double Time	43.774	45.534	47.331	49.233
				July 1, 2024 (2.25%)	(2.25%)							
			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	894.631	931.043	967.899	1,006.807						
		Hourly	22.381	23.280	24.197	25.170						
		Time & 1/2	33.569	34.919	36.297	37.756	+					
		Double Time	44.759	46.559	48.396	50.341						

							-					
				July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
14	(36.25 hours)	Weekly	776.390	807.600	840.055	873.756	Λ	Weekly	791.917	823.752	856.856	891.231
		Hourly	21.417	22.279	23.173	24.105	Ĭ	Hourly	21.846	22.724	23.637	24.587
		Time & 1/2	32.126		34.761	36.156	Ε	Time & 1/2	32.769		35.456	36.879
		Double Time	42.835	44.557	46.348	48.207	ŏ	Double Time	43.691	45.448	47.275	49.171
							H					
				July 1, 2022 (2.0%)	(2.0%)		H			July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	807.756	840.227	873.994	909.056	^	Weekly	825.930	859.132	893.658	929.510
		Hourly	22.283		24.110	25.079	Ĭ	Hourly	22.784		24.652	25.643
		Time & 1/2	33.424		36.165	37.616	F	Time & 1/2	34.176	35.550	36.979	38.463
		Double Time	44.565	46.357	48.220	50.154	ŏ	Double Time	45.568		49.305	51.283
				July 1, 2024 (2.25%)	(2.25%)		H					
			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	844.514	878.462	913.766	950.424	H					
		Hourly	23.297	24.234	25.207	26.220						
		Time & 1/2	34.945			39.328	H					
		Double Time	46.593	48.466	50.415	52.437						
							=					
				July 1, 2020 (0.0%)	(%0.0)	-	-			July 1, 2021 (2.0%)	(2.0%)	
7	(36.25 hours)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	807.600	828.211	873.756	911.210	3	Weekly	823.752	æ	891.231	929.434
		Hourly	22.279	22.847	24.104	25.137	Ĭ	Hourly	22.724	23.304	24.586	25.640
		Time & 1/2	33.418		36.155	37.705	F	Time & 1/2	34.086		36.878	38.459
	*	Double Time	44.557	45.694	48.207	50.274	ŏ	Double Time	45.448	46.608	49.171	51.280
				July 1, 2022 (2.0%)	(2.0%)		-			July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	840.227	861.671	909.026	948.023	3	Weekly	859.132	881.058	929.510	969.353
		Hourly	23.179	23.771	25.078	26.153	Ĭ	Hourly	23.701	24.305	25.642	26.741
		Time & 1/2	34.768	35.655	37.615	39.228	E	Time & 1/2	35.550		38.462	40.111
		Double Time	46.357	47.540	50.154	52.305	Ğ	Double Time	47.400	48.610	51.283	53.482
									P			
				July 1, 2024 (2.25%)	(2.25%)		H					
			1st Step	2nd Step	3rd Step	4th Step	H					
		Weekly	878.462	900.882	950.424	991.164						
		Hourly	24.234			27.343						
		Time & 1/2	36.350			41.014						
		Double Time	48.466	49.703	52.437	54.686						

_			177								1	
t				July 1, 2020 (0.0%)	(0.0%)	_				July 1, 2021 (2.0%)	(2.0%)	
3	(36.25 hours)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
t		Weekly	868.786	904.350	941.803	981.763	Weekly	Á	886.161	922.437	960.640	1,001.399
10	Senior Citizen Program	Hourly	23.966	24.947	25.980	27.083	Hourly		24.445	25.446	26.500	27.625
1	Assistant	Time & 1/2	35.949	37.421	38.970	40.625	Time & 1/2	\$ 1/2	36.668		39.750	41.437
t		Double Time	47.932	49.895	51.963	54.166	Double	Double Time	48.891	50.893	53.002	55.249
t												
t				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
t			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
t		Weekly	903.884	940.885	979.852	1,021.427	Weekly	λ	924.222	0,	1,001.899	1,044.409
t		Hourly	24.934	25.955	27.030	28.178	Hourly		25.495	26.539	27.638	28.812
t		Time & 1/2	37.401	38.933	40.545	42.266	Time & 1/2	\$ 1/2	38.243		41.457	43.217
t		Double Time	49.869	51.911	54.062	56.354	Double	Double Time	50.991	53.079	55.278	57.622
t												
t				July 1, 2024 (2.25%)	(2.25%)							
t			1st Step	2nd Step	3rd Step	4th Step						
t		Weekly	945.017	983.702	1,024.442	1,067.908			- N			
H		Hourly	26.069	27.136	28.260	29.460		4		×		
H		Time & 1/2	39.103	40.704	42.390	44.189						
1		Double Time	52.138	54.273	56.522	58.919						
Г												
4 (;	(36.25 hours)			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
H			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
1	Administrative Assistant I	Weekly	939.310	976.750	1,016.066	1,056.643	Weekly	2	958.097	O)	1,036.387	1,077.776
H		Hourly	25.912	26.945	28.029	29.149	Hourly		26.431		28.590	29.732
t		Time & 1/2	38.868	40.417	42.044	43.724	Time & 1/2	\$ 1/2	39.645		42.885	44.598
t		Double Time	51.824	53.890	56.060	58.297	Double	Double Time	52.860	54.968	57.181	59.463
H												
H				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
H			1st Step	2nd Step	3rd Step	4th Step			1st Step		3rd Step	4th Step
H		Weekly	977.259	1,016.211	1,057.115	1,099.332	Weekly	<u>\</u>	999.247	÷	1,080.900	1,124.067
H		Hourly	26.959	28.033	29.162	30.327	Hourly	,	27.566		29.818	31.009
t		Time & 1/2	40.438	42.050	43.743	45.490	Time & 1/2	\$ 1/2	41.348		44.727	46.513
t		Double Time	53.917	56.068	58.325	60.652	Double	Double Time	55.131	57.329	59.637	62.017
t												
T				July 1, 2024 (2.25%)	(2.25%)							
H			1st Step	2nd Step	3rd Step	4th Step						
H		Weekly	1,021.730	1,062.455	1,105.220	1,149.358			22			
H		Hourly	28.186	29.309	30.489	31.707						
H		Time & 1/2	42.278	43.963	45.733	47.560						
t			72002	0,000	020 00	C 440						

								Ī				
(36	(36.25 hours)			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
L			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
As	Assessment Aide	Weekly	1,006.098	1,057.725	1,105.796	1,157.366	Weekly	ly	1,026.220	1,078.879	1,127.912	1,180.513
Fai	Fair Housing Technician	Hourly	27.755	29.177	30.505	31.927	Hourly	,	28.310			32.566
Ad	Administrative Assistant II	Time & 1/2	41.632	43.768	45.756	47.891	Time & 1/2	8 1/2	42.464	44.644	46.671	48.848
£	(formely Veterans' Affairs Clerk)	Double Time	55.509	58.358	61.010	63.856	Doubl	Double Time	56.619			65.133
Re	Revenue Collection Aide											
L			230	July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
L			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
L		Weekly	1,046.744	1,100.457	1,150.470	1,204.124	Weekly	≥	1,070.296	1,125.217	1,176.356	1,231.216
L		Hourly	28.876	30.356	31.737	33.217	Hourly		29.526	31.039	32.451	33.965
L		Time & 1/2	43.314	45.537	47.605	49.825	Time & 1/2	8 1/2	44.288	46.561	48.676	50.946
L		Double Time	57.751	60.716	63.475	66.436	Doubl	Double Time	59.051	62.082		67.931
L												
L				July 1, 2024 (2.25%)	(2.25%)		_					
L			1st Step	2nd Step	3rd Step	4th Step						
L		Weekly	1,094.378	1,150.535	1,202.824	1,258.919						
		Hourly	30.190	31.738	33.182	34.729						
		Time & 1/2	45.285	47.609	49.771	52.093						
		Double Time	60.379	63.479	66.363	69.459						
(36	(36.25 hours)			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
Ad	Administrative Assistant III	Weekly	1,089.728	1,133,399	1,178.343	1,225.764	Weekly	ly l	1,111.522	1,156.067	1,201.909	1,250.279
Ë	Financial Specialist	Hourly	30.062	31.266	32.506	33.814	Hourly	,	30.663		33.156	34.490
řě	Legal Administrative Aide 2	Time & 1/2	45.091	46.899	48.760	50.720	Time & 1/2	8 1/2	45.993	47.837	49.735	51.735
ပ္	(Corporation Counsel's Office)	Double Time	60.123	62.532	65.012	67.628	Doubl	Double Time	61.325	63.782	66.312	68.981
RN	NRZ Coordinator											
				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,133.753	1,179.188	1,225.948	1,275.285	Weekly	ly	1,159.262	1,205.720	1,253.531	1,303.979
		Hourly	31.277	32.529	33.819	35.180	Hourly		31.980	33.261	34.580	35.971
		Time & 1/2	46.913	48.794	50.730	52.770	Time & 1/2	8 1/2	47.969	49.891	51.871	53.957
		Double Time	62.552	65.058	67.638	70.361	Doubl	Double Time	63.929	66.522	69.160	71.944
				July 1, 2024 (2.25%)	(2.25%)							
			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	1,185.346	1,232.849	1,281.736	1,333,318						
		Hourly	32.700	34.009	35.358	36.781						
		Time & 1/2	49.048	51.014	53.038	55.171						
			000 10	1000	071			ŀ				

^	(36.25 hours)			July 1, 2020 (0.0%)	(%0.0)					July 1, 2021 (2.0%)	(2.0%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
L	Accounting Assistant	Weekly	1,243.797	1,287.465	1,332.411	1,379.832		Weekly	1,268.673	1,313.214	1,359.059	1,407.429
	Assistant Town & City Clerk 2	Hourly	34.311	35.516	36.757	38.065	_	Hourly	34.997	36.226	37.492	38.826
L		Time & 1/2	51.467	53.276	55.135	57.096		Time & 1/2	52.497	54.341	56.237	58.238
		Double Time	68.623	71.033	73.512	76.129	Ĭ	Double Time	69.996	72.454	74.982	77.651
							Ī					
				July 1, 2022 (2.0%)	(2.0%)					July 1, 2023 (2.25%)	(2.25%)	
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,294.047	1,339.479	1,386.240	1,435.578		Weekly	1,323.163	1,369.617	1,417,431	1,467.878
		Hourly	35.697	36.951	38.242	39.603	Ť	Hourly	36.501	37.782	39.103	40.494
		Time & 1/2	53.547	55.428	57.362	59.403	Ĺ	Time & 1/2	54.751	56.675	58.653	60.740
L		Double Time	71.396	73.903	76.482	79.204	Ĭ	Double Time	73.002	75.566	78.203	80.987
				July 1, 2024 (2.25%)	(2.25%)							
L			1st Step	2nd Step	3rd Step	4th Step						
		Weekly	1,352.934	1,400.433	1,449.323	1,500.905						
L		Hourly	37.322	38.632	39.982	41.405						
		Time & 1/2	55.983	57.951	59.972	62.106						
		Double Time	74.645	77.266	79.962	82.809						





City of New Britain H S A

## Lumenos HSA Plan Summary

The Lumenos® HSA plan is designed to empower you to take control of your health, as well as the dollars you spend on your health care. This plan gives you the benefits you would receive from a typical health plan, plus health care dollars to spend your way. And you'll have access to personalized services and online tools to help you reach your health potential.

### Your Lumenos HSA Plan

First - Use your HSA to pay for covered services: **Health Savings Account** 

With the Lumenos Health Savings Account (HSA), you can contribute pre-tax dollars to your HSA account. Others may also contribute dollars to your account. You can use these dollars to help meet your annual deductible responsibility. Unused dollars can be saved or invested and accumulate through

Contributions to Your HSA

For 2021, contributions can be made to your HSA up to the following: \$3,600 individual coverage \$7,200 family coverage

Note: These limits apply to all combined contributions from any source.

Plus - To help you stay healthy, use:

**Preventive Care** 

retirement.

100% coverage for nationally recommended services. Included are the preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

**Preventive Care** 

No deductions from the HSA or out-of-pocket costs for you as long as you receive your preventive care from an in-network provider. If you choose to go to an out-ofnetwork provider, your deductible or Traditional Health Coverage benefits will apply.

Plus -

Your Bridge Responsibility

The Bridge is an amount you pay out of your pocket until you meet your annual deductible responsibility.

Your Bridge amount will vary depending on how many of your HSA dollars, if any, you choose to spend to help you meet your annual deductible responsibility. If you contribute HSA dollars up to the amount of your deductible and use them, your Bridge will equal \$0.

HSA dollars spent on covered services plus your Bridge Responsibility add up to your annual deductible responsibility.

Health Account + Bridge = Deductible

Bridge

Your Bridge responsibility will vary.

Annual Deductible Responsibility In Network and Out of Network Providers

\$2,000 individual coverage \$4,000 family coverage

If needed -

**Traditional Health Coverage** 

Your Traditional Health Coverage begins after you have met your Bridge responsibility.

Additional protection:

For your protection, the total amount you spend out of your pocket is limited. Once you spend that amount, the plan pays 100% of the cost for covered services for the remainder of the plan year. Traditional Health Coverage

After your Bridge, the plan pays: 100% for in-network providers

80% for out-of-network providers

Annual Out-of-Pocket Maximum In-Network Providers:

\$2,000 individual coverage \$4,000 family coverage

**Out-of-Network Providers:** \$4,000 individual coverage \$8.000 family coverage

Your annual out-of-pocket maximum consists of funds you spend from your HSA, your Bridge responsibility and your coinsurance amounts.

If you have questions, please call toll-free 1-888-224-4896.

# Anthem.

## **Lumenos HSA Plan Summary**



#### **Tools and Personalized Services**

You will have access to our award-winning online health site and the following programs to help you reach your health potential:

Future Moms: Individualized obstetric support for expectant high-risk and non-high-risk mothers.

Healthy Lifestyles Online: All covered adults age 18 and over can join the program, complete the Well-Being Assessment and set up a Well-Being Plan.

Enroll in ConditionCare: Disease management for prevalent, high-cost conditions (asthma, diabetes, chronic obstructive pulmonary disease, coronary artery disease and heart failure) Members who have more than one health problem will enroll in one combined program — not separate ones for each condition.

**Graduate from ConditionCare**: - There's no limit to the number of family members that can graduate from the program.. Members who have more than one health problem will graduate from one combined program — not separate ones for each condition.

#### **Summary of Covered Services**

#### **Preventive Care**

Anthem's Lumenos HSA plan covers preventive services recommended by the U.S. Preventive Services Task Force, the American Cancer Society, the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatrics. The Preventive Care benefit includes screening tests, immunizations and counseling services designed to detect and treat medical conditions to prevent avoidable premature injury, illness and death.

All preventive services received from an in-network provider are covered at 100%, are not deducted from your HSA and do not apply to your deductible. If you see an out-of-network provider, then your deductible or out-of-network coinsurance responsibility will apply.

The following is a list of covered preventive care services:

#### Well Baby and Well Child Preventive Care

Office Visits through age 18; including preventive vision exams.

Screening Tests for vision, hearing, and lead exposure. Also includes pelvic exam, Pap test and contraceptive management for females who are age 18, or have been sexually active.

#### Immunizations:

Hepatitis A
Hepatitis B
Diphtheria, Tetanus, Pertussis (DtaP)
Varicella (chicken pox)
Influenza – flu shot
Pneumococcal Conjugate (pneumonia)
Human Papilloma Virus (HPV) – cervical cancer
H. Influenza type b
Polio
Measles, Mumps, Rubeila (MMR)

#### **Adult Preventive Care**

Office Visits after age 18; including preventive vision exams.

Screening Tests for vision and hearing, coronary artery disease, colorectal cancer, prostate cancer, diabetes, and osteoporosis. Also includes mammograms, as well as pelvic exams, Pap test and contraceptive management.

#### Immunizations:

Hepatitis A
Hepatitis B
Diphtheria, Tetanus, Pertussis (DtaP)
Varicella (chicken pox)
Influenza – flu shot
Pneumococcal Conjugate (pneumonia)
Human Papilloma Virus (HPV) – cervical cancer

If you have questions, please call toll-free 1-888-224-4896.

# Anthem.

# **Lumenos HSA Plan Summary**



# Summary of Covered Services (Continued)

#### **Medical Care**

Anthem's Lumenos HSA plan covers a wide range of medical services to treat an illness or injury. You can use your available HSA funds to pay for these covered services. Once you spend up to your deductible amount for covered services, you will have Traditional Health Coverage available to help pay for additional covered services.

The following is a summary of covered medical services under Anthem's Lumenos HSA plan:

- · Physician Office Visits
- Inpatient Hospital Services
- · Outpatient Surgery Services
- · Diagnostic X-rays/Lab Tests
- Emergency Hospital Services
- Inpatient and Outpatient Mental Health and Substance Abuse Services
- Maternity Care
- Chiropractic Care
- · Prescription Drugs
- · Home health care and hospice care
- Physical, Speech and Occupational Therapy Services
- Durable Medical Equipment

Some covered services may have limitations or other restrictions. With Anthem's Lumenos HSA plan, the following services are limited:

- Skilled nursing facility services limited to 120 days per member per calendar year.
- Home Health care services limited to 200 visits per member per calendar year.
- Inpatient rehabilitative services limited to 100 days per member per calendar year.
- PT/OT/ST and chiropractic services limited to a combined total of 50 visits per member per calendar year.
- Inpatient hospitalizations require authorizations.
- Coverage for Surgical Treatment of Morbid Obesity is excluded.
- Members are required to use Mail Order for maintenance drugs following 3 fills at Retail.
- Your Lumenos HSA plan includes an unlimited lifetime maximum for in- and out-of-network services.
- \* For a complete list of exclusions and limitations, please reference your Certificate of Coverage.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.



# **Lumenos HSA Plan Summary**



This summary is a brief outline of the benefits and coverage provided under the Lumenos plan. It is not intended to be a complete list of the benefits of the plan. This summary is for a full year in the Lumenos plan. If you join the plan mid-year or have a qualified change of status, your actual benefit levels may vary.

Additional limitations and exclusions may apply.





In Connecticut, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. In New Hampshire Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of Maine, Inc., Independent licensees of the Blue Cross and Blue Shield Association. 

Registered marks Blue Cross and Blue Shield Association. 

Registered marks Blue Cross and Blue Shield Association.





# Lumenos HKA Plan Summary

The Lumenos® HRA plan is designed to empower you to take control of your health, as well as the dollars you spend on your health care. This plan gives you the benefits you would receive from a typical health plan, plus health care dollars to spend your way. And you'll have access to personalized services and online tools to help you reach your health potential.

City of New Britain

## Your Lumenos HRA Plan

First - Use your HRA to pay for covered services:

#### Health Reimbursement Account

With the Lumenos Health Reimbursement Account (HRA), you receive an annual allocation from your employer in your HRA. Money in your HRA is used to help meet your annual deductible responsibility.

# HRA Allocation from your employer

\$ 1,000 individual coverage \$ 2,000 family coverage

The maximum amount of unused dollars that can roll over year to year is \$3,600 individual / \$7,200 family.

Plus - To help you stay healthy, use:

## **Preventive Care**

100% coverage for nationally recommended services. Included are the preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

#### **Preventive Care**

No deductions from the HRA or out-of-pocket costs for you as long as you receive your preventive care from an in-network provider. If you choose to go to an out-of-network provider your deductible or traditional health coverage benefits will apply.

#### Then -

#### Your Bridge

After you use all of the money in your HRA, you then pay a Bridge amount out of your pocket until you meet your annual deductible responsibility. Your HRA dollars plus your Bridge amount add up to your annual deductible responsibility.

Health Account + Bridge = Deductible

#### **Bridge**

Your bridge responsibility will vary

Annual Deductible Responsibility
In Network and Out of Network Providers

\$ 2,000 individual coverage

\$4,000 family coverage

## if Needed -

# **Traditional Health Coverage**

Your Traditional Health Coverage begins after you have paid your Bridge amount.

#### **Traditional Health Coverage**

After your bridge, the plan pays:

100% for in-network providers

80% for out-of-network providers

#### **Additional Protection**

For your protection, the total amount you spend out of your pocket is limited. Once you spend that amount, the plan pays 100% of the cost for covered services for the remainder of the plan year.

#### **Annual Out-of-Pocket Maximum**

In-Network Providers

**Out-of-Network Providers** 

\$ 2.000 individual coverage

\$ 4,000 individual coverage

\$ 4,000 family coverage

\$ 8,000 family coverage

Your annual out-of-pocket maximum consists of funds you spend from your HRA, your Bridge responsibility and your copay and coinsurance amounts.

# Anthem.

# **Lumenos HRA Plan Summary**



#### **Healthy Rewards Program**

You will have access to our award-winning online health site and the following programs to help you reach your health potential:

Future Moms: Individualized obstetric support for expectant high-risk and non-high-risk mothers.

Healthy Lifestyles Online: All covered adults age 18 and over can join the program, complete the Well-Being Assessment and set up a Well-Being Plan.

Enroll in ConditionCare: Disease management for prevalent, high-cost conditions (asthma, diabetes, chronic obstructive pulmonary disease, coronary artery disease and heart failure) Members who have more than one health problem will enroll in one combined program — not separate ones for each condition.

Graduate from ConditionCare: - There's no limit to the number of family members that can graduate from the program.. Members who have more than one health problem will graduate from one combined program — not separate ones for each condition.

# **Summary of Covered Services**

#### **Preventive Care**

Anthem's Lumenos HRA plan covers preventive services recommended by the U.S. Preventive Services Task Force, the American Cancer Society, the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatrics. The Preventive Care benefit includes screening tests, immunizations and counseling services designed to detect and treat medical conditions to prevent avoidable premature injury, illness and death.

All preventive services received from an in-network provider are covered at 100%, are not deducted from your HRA and do not apply to your deductible. If you see an out-of-network provider, then your deductible or out-of-network coinsurance responsibility will apply.

The following is a list of covered preventive care services:

#### Well Baby and Well Child Preventive Care

Office Visits through age 18; including preventive vision exams.

Screening Tests for vision, hearing, and lead exposure. Also includes pelvic exam, Pap test and contraceptive management for females who are age 18, or have been sexually active.

#### Immunizations:

Hepatitis A
Hepatitis B
Diphtheria, Tetanus, Pertussis (DtaP)
Varicella (chicken pox)
Influenza – flu shot
Pneumococcal Conjugate (pneumonia)
Human Papilloma Virus (HPV) – cervical cancer
H. Influenza type b
Polio
Measles, Mumps, Rubella (MMR)

#### Adult Preventive Care

Office Visits after age 18; including preventive vision exams.

Screening Tests for vision and hearing, coronary artery disease, colorectal cancer, prostate cancer, diabetes, and osteoporosis. Also includes mammograms, as well as pelvic exams, Pap test and contraceptive management.

#### Immunizations:

Hepatitis A
Hepatitis B
Diphtheria, Tetanus, Pertussis (DtaP)
Varicella (chicken pox)
Influenza – flu shot
Pneumococcal Conjugate (pneumonia)
Human Papilloma Virus (HPV) – cervical cancer

# Anthem.

# **Lumenos HRA Plan Summary**



# **Summary of Covered Services (Continued)**

#### **Medical Care**

Anthem's Lumenos HRA plan covers a wide range of medical services to treat an illness or injury. You can use your available HRA funds to pay for these covered services. Once you spend up to your deductible amount for covered services, you will have Traditional Health Coverage available to help pay for additional covered services.

The following is a summary of covered medical services under Anthem's Lumenos HRA plan:

- · Physician Office Visits
- Inpatient Hospital Services
- Outpatient Surgery Services
- Diagnostic X-rays/Lab Tests
- Emergency Hospital Services
- Inpatient and Outpatient Mental Health and Substance Abuse Services
- Durable Medical Equipment including Orthotics

- · Maternity Care
- Chiropractic Care
- · Prescription Drugs
- · Home health care and hospice care
- Physical, Speech and Occupational Therapy Services
- Oral surgery to remove an impacted tooth, cutting procedures on gum or mouth tissues to treat disease and anesthesia used during surgery

Some covered services may have limitations or other restrictions. With Anthem's Lumenos HRA plan, the following services are limited:

- Skilled nursing facility services limited to 120 days per member per calendar year.
- Home Health care services subject to a 200 visit limit per member per calendar year.
- Inpatient rehabilitative services limited to 100 days per member per calendar year.
- Physical, speech and occupational therapy and chiropractic services limited to a combined total of 50 visits per member per calendar year.
- Some restrictions may apply to infertility services.
- Inpatient hospitalizations require authorizations.
- Coverage for Surgical Treatment of Morbid Obesity is excluded.
- Your Lumenos HRA plan includes an unlimited lifetime maximum.
- Members are required to use Mail Order for maintenance drugs following 3 fills at Retail.
- \* For a complete list of exclusions and limitations, please reference your Certificate of Coverage.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

If you have questions, please call toll-free 1-888-224-4896.



# **Lumenos HRA Plan Summary**



This summary is a brief outline of the benefits and coverage provided under the Lumenos plan. It is not intended to be a complete list of the benefits of the plan. This summary is for a full year in the Lumenos plan. If you join the plan mid-year or have a qualified change of status, your actual benefit levels may vary.

Additional limitations and exclusions may apply.





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If you have questions, please call toll-free 1-888-224-4896.

New Britain CGHRA2270 NGF



# **Century Preferred** \$30/\$500/\$100/\$250

Benefits at a Glance for City of New Britain 1186 FD 180

# Century Preferred is a preferred provider organization (PPO) plan

	In Network You pay:	Out-of-Network You pay:
Office Visit (OV) Copayment	\$30	Deductible & Coinsurance
Specialist Visit (SV) Copayment	\$45	Deductible & Coinsurance
Hospital (HSP) Copayment	\$500	Deductible & Coinsurance
Urgent Care (UR) Copayment	\$75	Not covered
Emergency Room (ER) Copayment - waived if admitted	\$100	\$100
Outpatient Surgery (OS) Copayment	\$250	Deductible & Coinsurance
Annual Deductible (individual/2-member family/3+ member family)	Not applicable	\$200\$400/\$400
Coinsurance		20% after deductible up to
Cost Share Maximum (individual/2-member family/3+ member family)	\$6,600/\$13,200/ \$13,200	\$500\$1000/\$1000
Lifetime Maximum	Unlimited	Unlimited
PREVENTIVE CARE		
Well child care*	NO Copayment	Deductible &
Periodic, routine health examinations*	NO Copayment	Coinsurance
Routine eye exams - one exam every calendar year superseded by vision rider	NO Copayment	
Routine OB/GYN visits - one exam per year	NO Copayment	
Mammography*	No Charge	

Well child care*	NO Copayment	Deductible &
Periodic, routine health examinations*	NO Copayment	Coinsurance
Routine eye exams - one exam every calendar year superseded by vision rider	NO Copayment	
Routine OB/GYN visits — one exam per year	NO Copayment	
Mammography*	No Charge	•
Hearing screening - covered once every calendar years	NO Copayment	

# MEDICAL CARE

Primary care office visits	OV Copayment	Deductible &
Specialist consultations	SV Copayment	Coinsurance
OB/GYN care	SV Copayment	
Maternity care — initial visit subject to copayment, no charge thereafter	SV Copayment	
Laboratory	No charge	
X-ray and Diagnostic Testing	No charge	
Allergy Services		
Office visits/testing	SV Copayment	
Injections—80 within 3 years	No Charge	

# HOSPITAL CARE – Prior authorization required.

Semi-private room	HSP Copayment	Deductible &
Maternity and newborn care	HSP Copayment	Coinsurance
Skilled nursing facility – up to 120 days per calendar year	HSPCopayment	
Rehabilitative services – up to 60 days per person per calendar year	NO Copayment	
Outpatient surgery — in a hospital or surgi-center	OS Copayment	

NGF



#### **EMERGENCY CARE**

Walk-in centers	OV Copayment	Deductible &
		Coinsurance
Urgent care — at participating centers only	UR Copayment	Not covered
Emergency care — co-payment	ER Copayment	ER Copayment
Ambulance –	covered	covered

#### OTHER HEALTH CARE

Outpatient rehabilitative services	NO Copayment	Deductible &
50 visit maximum for PT, OT, ST. per calendar year - excess covered as out of network		Coinsurance
Prosthetic Devices	Unlimited	
Durable Medical Equipment	Unlimited	
Infertility – State Mandate Age & Cycle Restrictions Apply	Copayment	Deductible &
		Coinsurance

#### MENTAL HEALTH/SUBSTANCE ABUSE CARE

Inpatient	HSP Copayment	Deductible &
Outpatient/office visits	OV Copayment	Coinsurance

#### \* Schedule of health examinations:

♦ 1 exam every year

# \*Mammography:

1 baseline screening, ages 35 - 39

1 screening per year, ages 40+

Additional exams when medically necessary

Note: In situations where the member is responsible for obtaining the necessary prior authorization and fails to do so, benefits may be reduced or denied.

Please refer to the SpecialOffers@Anthem brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred Health Plan. Please refer to your Certificate/Evidence of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

#### GASTRIC BYPASS SURGERY EXCLUDED

A product of Anthem Blue Cross and Blue Shield serving residents and businesses in the State of Connecticut.

NGF



City of New Britain CENTURY PREFERRED MANAGED RX, 3 TIER Benefits at a Glance

> \$10 COPAYMENT GENERIC DRUGS \$25 COPAYMENT LISTED BRAND-NAME DRUGS \$40 COPAYMENT NON-LISTED BRAND-NAME DRUGS Unlimited Annual Maximum

# How To Use 3-Tier Managed Rx

3-Tier Managed Rx has three different levels (or "tiers") of copayments, depending on the type of prescription drug you purchase (see the chart below for details). Your copayments will be lower when you use generic or brand-name medications that are on our list of preferred prescription drugs. The medications on this list are selected for their quality, safety and cost-effectiveness. You'll still have coverage brand-name drugs that are not on the list, but your copayment will be higher.

Talk to your provider about using generic drugs or listed brand-name drugs. It's a simple way to save out-of-pocket expenses.

# Copayments and Day Supplies

• You will be responsible for **one** copayment when purchasing a **30-day supply** of prescription drugs from a retail pharmacy.

You'll be responsible for two copayments when purchasing up to a 90-day supply of maintenance drugs through the mail-service program (see chart for details). Members are required to use Mail Order for maintenance drugs following 3 fills at Retail.

# Generic Drugs Have the Lowest Copayment

	1 0	Your copayment:
Tier 1: Generic drugs	The term "generic" refers to a prescription drug that is not protected by a trademark. It is required to meet the same bioequivalency test as the original brand-name drug. Tier 1 copayment applies.	\$10
Tier 2: Listed brand-name drugs	The term "listed brand-name" refers to a brand-name prescription drug that is on Anthem Blue Cross and Blue Shield's list of preferred prescription drugs. Tier 2 copayment applies.	\$25
Tier 3: Non-listed brand-name drugs	The term "non-listed brand-name" refers to a brand-name prescription drug that is not on Anthem Blue Cross and Blue Shield's list of preferred prescription drugs. Tier 3 copayment applies.	\$40
Mail Service	(Two) copayment(s) per 90 day supply	\$20, \$50, \$80
Annual Maximum	Per member per calendar year	Unlimited

## Generic Substitution

Prescriptions will be filled with the generic equivalent when there is one available. Exception: If your doctor indicates "Dispense as Written." In this case you will receive the brand-name drug—and you will be responsible for the applicable listed brand or non-listed brand copayment. NOTE: If your doctor does *not* indicate "Dispense as Written," you will be responsible for the applicable listed brand or non-listed brand-name copayment as well as the difference in cost between the generic and listed brand or non-listed brand name drug.

# Mail-Service Program

Express Scripts, mail-service drug program, can save you time and expense if you regularly take one or more types of maintenance drugs. You can order up to a 90-day supply of these medications and have them delivered directly to your home. Members are required to use Mail Order for maintenance drugs following 3 fills at Retail.

Two mail-service copayments will apply as follows: \$20, \$50, \$80

# **National Pharmacy Network**

Members also have access to a network of more than 65,000 retail pharmacies throughout the country. Members may call 1-888-207-4214, to locate a participating pharmacy when traveling outside the state.

# Non-Participating Pharmacies

Members who fill prescriptions at a non-participating pharmacy are responsible for payment at the time the prescription is filled. Members must submit claims to Anthem Blue Cross and Blue Shield for reimbursement, and payment will be sent to the member. Members who use non-participating pharmacies will pay 20% of the in-network allowance, plus the difference between Anthem Blue Cross and Blue Shield's payment and the pharmacist's actual charge.

## Limits and Exclusions

Benefits are limited to no more than a 30-day supply for covered drugs purchased at a retail pharmacy, and no more than a 90-day supply for covered drugs purchased by mail service. All prescriptions are subject to the quantity limitations imposed by state and federal statutes.

Benefits for prescription birth control and Sexual Dysfunction medications are optional for groups such as yours. Check with your benefits administrator to find out whether or not you have such benefits.

This is not a legal contract. It is only a general description of the Managed Rx, 3 Tier version. Please consult the Evidence of Coverage or prescription drug rider for a complete description of benefits and exclusions applicable to your coverage.

# Blue View Vision<sup>sM</sup> High Plan – City of New Britain July 1, 2020



# Welcome to your Blue View Vision plan!

You have many choices when it comes to using your benefits. As a Blue View Vision plan member, you have access to one of the nation's largest vision networks. You may choose from many private practice doctors, local optical stores, and national retail stores including LensCrafters®, Target Optical®, and most Pearle Vision® locations. You may also use your in-network benefits to order eyewear online at Glasses.com and ContactsDirect.com. To locate a participating network eye care doctor or location, log in at anthem.com, or from the home page menu under Care, select Find a Doctor. You may also call member services for assistance at 1-866-723-0515.

Out-of-Network – If you choose to, you may instead receive covered benefits outside of the Blue View Vision network. Just pay in full at the time of service, obtain an itemized receipt, and file a claim for reimbursement up to your maximum out-of-network allowance.

YOUR BLUE VIEW VISION PLAN BENEFITS	IN-NETWORK	OUT-OF-NETWORK	FREQUENCY
Routine Eye Exam			
A comprehensive eye examination	\$0 copay	Up to \$72 allowance	Once every calendar year
Eyeglass Frames			
One pair of eyeglass frames	\$200 allowance, then 20% off any remaining balance	Up to \$200 allowance	Once every calendar year
Eyeglass Lenses (instead of contact lenses)			
One pair of standard plastic prescription lenses:  Single vision lenses Bifocal lenses Trifocal lenses Lenticular lenses Eyeglass Lens Enhancements When obtaining covered eyewear from a Blue View Vision provi	\$20 copay \$20 copay \$20 copay \$20 copay	Up to \$60 allowance Up to \$85 allowance Up to \$110 allowance Up to \$130 allowance	Once every calendar year
<ul> <li>Transitions Lenses (for a child under age 19)</li> <li>Standard polycarbonate (for a child under age 19)</li> <li>Factory scratch coating</li> </ul>	\$0 copay \$0 copay \$0 copay	No allowance when obtained out-of-network	Same as covered eyeglass lenses
Contact Lenses (instead of eyeglass lenses) Contact lens allowance will only be applied toward the first pure be used for subsequent purchases in the same benefit period, r	hase of contacts made during a nor can any unused amount be	a benefit period. Any unused an carried over to the following be	mount remaining cannot enefit period.
Elective conventional (non-disposable)	\$300 allowance, then 15% off any	Up to \$180 allowance	
OR  • Elective disposable  OR	remaining balance \$300 allowance (no additional discount)	Up to \$180 allowance	Once every calendar year

This is a primary vision care benefit intended to cover only routine eye examinations and corrective eyewear. Blue View Vision is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care doctor from your medical network. Benefits are payable only for expenses incurred while the group and insured person's coverage is in force. This information is intended to be a brief outline of coverage. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's policy, which shall control in the event of a conflict with this overview. This benefit overview is only one piece of your entire enrollment package.

EXCLUSIONS & LIMITATIONS (not a comprehensive list - please refer to the member Certificate of Coverage for a complete list)

Combined Offers. Not to be combined with any offer, coupon, or in-store advertisement.

Excess Amounts. Amounts in excess of covered vision expense. Sunglasses. Plano sunglasses and accompanying frames. Safety Glasses. Safety glasses and accompanying frames. Not Specifically Listed. Services not specifically listed in this plan as covered services.

Lost or Broken Lenses or Frames. Any lost or broken lenses or frames are not eligible for replacement unless the insured person has reached his or her normal service interval as indicated in the plan design.

Non-Prescription Lenses. Any non-prescription lenses, eyeglasses or contacts. Plano lenses or lenses that have no refractive power.

Orthoptics. Orthoptics or vision training and any associated supplemental testing.

in-network Member Cost (after any applicable copay)

· · · · · · · · · · · · · · · · · · ·		(arter any applicance coping)
Retinal imaging -at member's option can be performed a	ttlme of eye exam	. Not more than \$39
Eyeglass lens upgrades  When obtaining eyewear from a Blue Vlew Vision provider, you may choose to upgrade your new eyeglass lenses at a discounted cost. Eyeglass lens copayment applies.	<ul> <li>Transitions lenses (Adults)</li> <li>Standard Polycarbonate (Adults)</li> <li>Tint (Solid and Gradient)</li> <li>UV Coating</li> <li>Progressive Lenses¹</li> </ul>	\$75 \$40 \$15 \$15
	Standard     Premium Tier 1     Premium Tier 2     Premium Tier 3     Anti-Reflective Coating <sup>2</sup>	\$65 \$85 \$95 \$110
	<ul> <li>Standard</li> <li>Premium Tier 1</li> <li>Premium Tier 2</li> <li>Other Add-ons</li> </ul>	\$45 \$57 \$68 20% off retail price
Additional Pairs of Eyeglasses Anytime from any Blue View Vision network provider.	Complete Pair     Eyeglass materials purchased separately	40% off retail price 20% off retail price
Eyewear Accessories	<ul> <li>Items such as non-prescription sunglasses, lens cleaning supplies, contact lens solutions, eyeglass cases, etc.</li> </ul>	20% off retall price
Contact lens fit and follow-up A contact lens fitting and up to two follow-up visits are available to you once a comprehensive eye exam has been completed:	Standard contact lens fittings     Premium contact lens fittings	Up to \$55 10% off retail price
Conventional Contact Lenses	Discount applies to materials only	15% off retail price

**Conventional Contact Lenses** 

Discounts are subject to change without notice. Discounts are not 'covered benefits' under your vision plan and will not be listed in your certificate of coverage. Discounts will be offered from in-network providers except where state law prevents discounting of products and services that are not covered benefits under the plan. Discounts on frames will not apply if the manufacturer has imposed a no discount policy on sales at retail and independent provider locations. Some of our in-network providers include:

LENSCRAFTERS

OPTICAL

GLASSESSE contacts direct 1800 contacts

LENSCRAFTERS \* Ö

OPTICAL:

glasses.com

contactsdirect.com

1800contacts.com

lenscrafters.com

targetoptical.com

## ADDITIONAL SAVINGS AVAILABLE THROUGH ANTHEM'S SPECIAL OFFERS PROGRAM \*

Savings on items like additional eyewear after your benefits have been used, non-prescription sunglasses, hearing aids and even LASIK laser vision correction surgery are available through a variety of vendors. Just log in at anthem.com, select discounts, then Vision, Hearing & Dental.

#### **OUT-OF-NETWORK**

If you choose to receive covered services or purchase covered eyewear from an out-of-network provider, network discounts will not apply and you will be responsible for payment of services and/or eyewear materials at the time of service. Please complete an out-of-network claim form and submit it along with your itemized receipt to the fax number, email address, or mailing address below. To download a claim form, log in at anthem.com, or from the home page menu under Support select Forms, click Change State to choose your state, and then scroll down to Claims and select the Blue View Vision Out-of-Network Claim Form. You may instead call member services at 1-866-723-0515 to request a claim form.

To Fax: 866-293-7373

To Email: oonclaims@evewearspecialoffers.com

To Mail: Blue View Vision

Attn: OON Claims P.O. Box 8504 Mason, OH 45040-7111

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Please ask your provider for his/her recommendation as well as the available progressive brands by tier.

<sup>&</sup>lt;sup>2</sup> Please ask your provider for his/her recommendation as well as the available coating brands by tier.

<sup>3</sup> Standard fitting includes spherical clear lenses for conventional wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

<sup>4</sup> Premium fitting includes all lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and multifocal.

<sup>\*</sup> Discounts cannot be used in conjunction with your covered benefits.



# CITY OF NEW BRITAIN FLEX DENTAL GROUP# 001097-130,154,155,165,166,170,179,180,181,183,185,187,188,193,280+285

Description of Benefits			You Pay:
Annual Deductible (individual/fam	ily)		N/A
Annual Maximum per member per	· calendar year		\$750.00
Lifetime Orthodontic Maximum pe	er member		N/A
DIAGNOSTIC & PREVENTIVE	SERVICES		No Charge
<ul> <li>Initial evaluation</li> <li>Periodic evaluations</li> <li>Periapical X-ray (as needed)</li> <li>Simple Extractions (1 per lifetime)</li> </ul>	<ul> <li>Cleanings, twice a year</li> <li>Fluoride treatment to age 19</li> <li>Periodontal maintenance</li> <li>Bitewing X-rays (2/yr)</li> <li>Full Series/Panorex X-rays (1 every 3 yrs)</li> </ul>	<ul> <li>Space maintainers to age 19</li> <li>Emergency palliative treatment</li> </ul>	
BASIC SERVICES	(1 every 3 yis)		Not Covered
<ul> <li>Fillings</li> <li>Simple and surgical extractions</li> <li>Oral surgery</li> </ul>	<ul> <li>Endodontics including but not limited to root canal therapy</li> <li>Repair and relining of dentures</li> </ul>	<ul><li>Recement Crown</li><li>Recement Bridge</li><li>Repair Bridge</li></ul>	
MAJOR SERVICES			Not Covered
<ul><li>Periodontics</li><li>Crowns</li><li>Inlays</li><li>Onlays</li></ul>	<ul> <li>Prosthodontics including but not limited to bridgework, partial and full dentures</li> <li>Post and core</li> </ul>		
ORTHODONTIC SERVICES (c	hild or adult)		Not Covered
<ul> <li>Non-surgical dental services related to the supervision, guidance and correction of growing or mature teeth</li> <li>Examination</li> </ul>	<ul> <li>Records</li> <li>Tooth guidance</li> <li>Repositioning (staightening) of the teeth</li> </ul>		-

#### ACCESSING BENEFITS:

Participating Benefits: When a member receives care from one of our participating Dentists, he or she simply presents his or her identification card showing dental coverage. The dentist bills us directly for all covered services. For dental care provided by a Participating Dentist, we will pay the lesser of Dentist's usual charge or maximum allowable amount as determined by Anthem BCBS. The participating Dentist will accept Anthem BCBS's payment in full and make no additional charge to the member, except as otherwise specified in the member's certificate of coverage.

Non-Participating Benefits: Anthem BCBS will pay the maximum allowable amount as determined by Anthem BCBS. The member is responsible for any difference between the amount paid by Anthem BCBS and the fee charged by the Dentist.

Dental claims should be submitted to Anthem BCBS Dental, P.O. Box 659444, San Antonio, TX 78265.

## PRINCIPAL LIMITATIONS AND EXCLUSIONS

Services received from a dental or medical department maintained by an employer, a mutual benefit association, labor union, trustee or other similar person or group; Services for which the member incurs no Dentists' Charge or which are services of a type ordinarily performed by a physician, or charges which would not have been made if insurance was not available; Services with respect to congenital malformations; Services, treatment or supplies furnished by or at the direction of any government, state or political subdivision; Any items not specifically listed in this Policy; Lost or stolen dentures or denture duplication; Gold foil restorations; Temporary services and appliances; such as crown or tooth preparations and temporary fillings, crowns, bridges and dentures; Application of sealants, regardless of reason; Services as determined by the company, that are rendered in a manner contrary to normal dental practice. A complete list of exclusions appears in the Certificate of Coverage.

This is not a legal policy or contract. It is only a general description of your benefits. If there are discrepancies between the Certificate of Coverage and this summary, the Certificate of Coverage shall control.



# City of New Britain - Group # 4538 Delta Dental PPO plus Premier™ 0001 Active / 0002 COBRA

If a Delta Dental PPO<sup>SM</sup>, Delta Dental Premier®, or Non Participating Dentist is used

#### Calendar Year Deductible

Per Person

\$0

	<u>Plan Pays:</u>
<ul> <li>Initial Oral Exam – 1/36 mos.</li> </ul>	100%
<ul> <li>Periodic Oral Exams, Cleaning (2 per calendar year per person)</li> </ul>	100%
Space Maintainers (for children to age 19)	100%
<ul> <li>Fluoride Treatment for children to age 19 (2 per calendar year per person)</li> </ul>	100%
• X-rays	100%
Emergency Treatment	100%
Simple Extractions (#7140)	100%
Calendar Year Annual Maximum	\$750
Dependent children are covered to age 25.	

Delta Dental has two networks available under this plan. The Delta Dental Premier<sup>®</sup> network is the largest of the Delta Dental networks with over 351,000 participating dentist offices nationally (80%+). Delta Dental PPO<sup>TM</sup> is a smaller, but more discounted network with over 266,000 participating dentist offices nationwide. Delta Dental's network discounts average 25% to 35% less.

You may use any fully licensed dentist under this plan, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level. Delta Dental PPO dentists offer the lowest fees of our networks.

Participating dentists will be paid directly by Delta Dental for covered services. Non-participating dentists will bill you directly, and Delta Dental may make claim payment directly to you. You will maximize benefits and reduce paperwork by using a Delta Dental participating dentist.

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by calling 1-800 DELTA OK (1-800-335-8265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at **deltadentalct.com** to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under this program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

Claim questions and other information needs should be directed to Delta Dental's customer service department at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. In CT, Delta Dental of Connecticut writes dental coverage on an insured basis and Delta Dental of New Jersey administers self-funded dental benefit programs. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.

5/14/20



# City of New Britain - Group # 4538 Delta Dental PPO<sup>SM</sup> plus Premier Supervisors - Buy Up Option 1001 Active / 1002 COBRA

If a Delta Dental PPO<sup>SM</sup>, Delta <u>Dental Premier®, or Non</u> Participating Dentist is used

Octor den Veren De des Blete	Participating Dentist is used
Calendar Year Deductible  • Per Person	\$0
	Plan Pays:
Preventive & Diagnostic	100%
Endodontics	100%
Simple Restorations	100%
Simple Extractions	100%
Repair of Dentures	100%
Oral Surgery	80%
Crowns, Inlays and Gold Restorations	50%
Non Surgical Periodontics (\$500 maximum per person per year)	50%
Prosthodontics	50%
Orthodontic Benefits (Adults & Children - \$1,000 lifetime maximum per	60%
person) Annual Maximum	\$1,750
Dependent children are covered to age 25	

Delta Dental has two networks available under this plan. The Delta Dental Premier<sup>®</sup> network is the largest of the Delta Dental networks with over 356,000 participating dentist offices nationally (80%+). Delta Dental PPOSM is a smaller, but more discounted network with over 282,000 participating dentist offices nationwide. Delta Dental PPOSM fees are on average 20% less than Delta Dental Premier®.

You may use any fully licensed dentist under this plan, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level. Delta Dental PPO<sup>SM</sup> dentists offer the lowest fees of our networks.

Participating dentists will be paid directly by Delta Dental for covered services. Non-participating dentists will bill you directly, and Delta Dental may make claim payment directly to you. You will maximize benefits and reduce paperwork by using a Delta Dental participating dentist.

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by calling 1-800 DELTA OK (1-800-335-8265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at **deltadentalnj.com** to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under this program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

Claim questions and other information needs should be directed to Delta Dental's customer service department at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. In CT, Delta Dental of Connecticut writes dental coverage on an insured basis and Delta Dental of New Jersey administers self-funded dental benefit programs. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.



# Century Preferred \$30/\$100/\$50/\$100

Benefits at a Glance for Retired 1186 = #001097-280

# Century Preferred is a preferred provider organization (PPO) plan.

	In Network You pay:	Out-of-Network You pay:
Office Visit (OV) Copayment	\$30	Deductible & Coinsurance
Hospital (HSP) Copayment	\$100	Deductible & Coinsurance
Urgent Care (UR) Copayment	\$50	Not covered
Emergency Room (ER) Copayment - waived if admitted	\$50	\$50
Outpatient Surgery (OS) Copayment	\$100	Deductible & Coinsurance
Annual Deductible (individual/2-member family/3+ member family)	Not applicable	\$200\$400/\$400
Coinsurance		20% after deductible up to
Cost Share Maximum (individual/2-member family/3+ member family)	\$6,600/\$13,200/ \$13,200	\$500\$1,000/\$1,000
Lifetime Maximum	Unlimited	Unlimited

# PREVENTIVE CARE

Well child care*	NO Copayment	Deductible &
Periodic, routine health examinations*	NO Copayment	Coinsurance
Routine eye exams - one exam every calendar year superseded by vision rider	NO Copayment	
Routine OB/GYN visits – one exam per year	NO Copayment	
Mammography*	No Charge	
Hearing screening - covered once every calendar years	NO Copayment	

# **MEDICAL CARE**

Primary care office visits	OV Copayment	Deductible &
Specialist consultations	OV Copayment	Coinsurance
OB/GYN care	OV Copayment	
Maternity care - initial visit subject to copayment, no charge thereafter	OV Copayment	
Laboratory	No charge	
X-ray and Diagnostic Testing	No charge	
Allergy Services		
Office visits/testing	OV Copayment	
Injections—80 within 3 years	No Charge	

HOSPITAL CARE - Prior authorization required.

Semi-private room	HSP Copayment	Deductible &
Maternity and newborn care	HSP Copayment	Coinsurance
Skilled nursing facility – up to 120 days per calendar year	HSPCopayment	
Rehabilitative services — up to 60 days per person per calendar year	NO Copayment	
Outpatient surgery — in a hospital or surgi-center	OS Copayment	

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#### **EMERGENCY CARE**

Walk-in centers	OV Copayment	Deductible &
		Coinsurance
Urgent care — at participating centers only	UR Copayment	Not covered
Emergency care – co-payment	ER Copayment	ER Copayment
Ambulance –	covered	covered

#### OTHER HEALTH CARE

Outpatient rehabilitative services	NO Copayment	Deductible &
50 visit maximum for PT, OT, ST . per calendar year - excess covered as out of network		Coinsurance
Prosthetic Devices	Unlimited	
Durable Medical Equipment	Unlimited	
Infertility – State Mandate Age and Cycle Restrictions Apply	Copayment	Deductible & Coinsurance
Surgical Treatment of Morbid Obesity	Not Covered	Not Covered

### MENTAL HEALTH/SUBSTANCE ABUSE CARE

Inpatient	HSP Copayment	Deductible &
Outpatient/office visits	OV Copayment	Coinsurance

#### \* Schedule of health examinations:

1 exam every year

# \*Mammography:

1 baseline age 35 -39 years

1 screening per year age 40+

Additional exams when medically necessary

**Note:** In situations where the member is responsible for obtaining the necessary prior authorization and fails to do so, benefits may be reduced or denied.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred Health Plan. Please refer to your Certificate/Evidence of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

#### GASTRIC BYPASS SURGERY EXCLUDED

A product of Anthem Blue Cross and Blue Shield serving residents and businesses in the State of Connecticut.

NGF



City of New Britain Retired 1186 001097-280 CENTURY PREFERRED MANAGED RX, 3 TIER Benefits at a Glance

> \$10 COPAYMENT GENERIC DRUGS \$20 COPAYMENT LISTED BRAND-NAME DRUGS \$30 COPAYMENT NON-LISTED BRAND-NAME DRUGS Unlimited Annual Maximum

# How To Use 3-Tier Managed Rx

3-Tier Managed Rx has three different levels (or "tiers") of copayments, depending on the type of prescription drug you purchase (see the chart below for details). Your copayments will be lower when you use generic or brand-name medications that are on our list of preferred prescription drugs. The medications on this list are selected for their quality, safety and cost-effectiveness. You'll still have coverage brand-name drugs that are not on the list, but your copayment will be higher.

Talk to your provider about using generic drugs or listed brand-name drugs. It's a simple way to save out-of-pocket expenses.

# Copayments and Day Supplies

• You will be responsible for **one** copayment when purchasing a **30-day supply** of prescription drugs from a retail pharmacy.

You'll be responsible for two copayments when purchasing up to a 90-day supply of maintenance drugs through the mail-service program (see chart for details). Members are required to use Mail Order for maintenance drugs following 3 fills at Retail.

# Generic Drugs Have the Lowest Copayment

		Your copayment:
Tier 1: Generic drugs	The term "generic" refers to a prescription drug that is not protected by a trademark. It is required to meet the same bioequivalency test as the original brand-name drug. Tier 1 copayment applies.	\$10
Tier 2: Listed brand-name drugs	The term "listed brand-name" refers to a brand-name prescription drug that is on Anthem Blue Cross and Blue Shield's list of preferred prescription drugs. Tier 2 copayment applies.	\$20
Tier 3: Non-listed brand-name drugs	The term "non-listed brand-name" refers to a brand-name prescription drug that is not on Anthem Blue Cross and Blue Shield's list of preferred prescription drugs. Tier 3 copayment applies.	\$30
Mail Service	Two copayments per 90 day supply	\$20, \$40, \$60
Annual Maximum	Per member per calendar year	Unlimited

# **Generic Substitution**

Prescriptions will be filled with the generic equivalent when there is one available. Exception: If your doctor indicates "Dispense as Written." In this case you will receive the brand-name drug—and you will be responsible for the applicable listed brand or non-listed brand copayment. NOTE: If your doctor does *not* indicate "Dispense as Written," you will be responsible for the applicable listed brand or non-listed brand-name copayment as well as the difference in cost between the generic and listed brand or non-listed brand name drug.

# **Mail-Service Program**

Express Scripts, mail-service drug program, can save you time and expense if you regularly take one or more types of maintenance drugs. You can order up to a 90-day supply of these medications and have them delivered directly to your home. Members are required to use Mail Order for maintenance drugs following 3 fills at Retail.

Two mail-service copayments will apply as follows: \$20, \$40, \$60

# **National Pharmacy Network**

Members also have access to a network of more than 65,000 retail pharmacies throughout the country. Members may call 1-888-207-4214, to locate a participating pharmacy when traveling outside the state.

# **Non-Participating Pharmacies**

Members who fill prescriptions at a non-participating pharmacy are responsible for payment at the time the prescription is filled. Members must submit claims to Anthem Blue Cross and Blue Shield for reimbursement, and payment will be sent to the member. Members who use non-participating pharmacies will pay 20% of the in-network allowance, plus the difference between Anthem Blue Cross and Blue Shield's payment and the pharmacist's actual charge.

# **Limits and Exclusions**

Benefits are limited to no more than a 30-day supply for covered drugs purchased at a retail pharmacy, and no more than a 90-day supply for covered drugs purchased by mail service. All prescriptions are subject to the quantity limitations imposed by state and federal statutes.

Benefits for prescription birth control and Sexual Dysfunction medications are optional for groups such as yours. Check with your benefits administrator to find out whether or not you have such benefits.

This is not a legal contract. It is only a general description of the Managed Rx, 3 Tier version. Please consult the Evidence of Coverage or prescription drug rider for a complete description of benefits and exclusions applicable to your coverage.

# Blue View Vision<sup>SM</sup> Mid Plan – City of New Britain July 1, 2020



# Welcome to your Blue View Vision plan!

You have many choices when it comes to using your benefits. As a Blue View Vision plan member, you have access to one of the nation's largest vision networks. You may choose from many private practice doctors, local optical stores, and national retail stores including LensCrafters®, Target Optical®, and most Pearle Vision® locations. You may also use your in-network benefits to order eyewear online at Glasses.com and ContactsDirect.com. To locate a participating network eye care doctor or location, log in at anthem.com, or from the home page menu under Care, select Find a Doctor. You may also call member services for assistance at 1-866-723-0515.

Out-of-Network – If you choose to, you may instead receive covered benefits outside of the Blue View Vision network. Just pay in full at the time of service, obtain an Itemized receipt, and file a claim for reimbursement up to your maximum out-of-network allowance.

YOUR BLUE VIEW VISION PLAN BENEFITS	IN-NETWORK	OUT-OF-NETWORK	FREQUENCY
Routine Eye Exam			
A comprehensive eye examination	\$0 copay	Up to \$50 allowance	Once every calendar year
Eyeglass Frames			
One pair of eyeglass frames	\$130 allowance, then 20% off any remaining balance	Up to \$64 allowance	Once every calendar year
Eyeglass Lenses (instead of contact lenses)		the second page of the control of	eti saesa eta arriba eta eta eta eta eta eta eta eta eta et
One pair of standard plastic prescription lenses:			
<ul> <li>Single vision lenses</li> <li>Bifocal lenses</li> <li>Trifocal lenses</li> <li>Lenticular lenses</li> </ul>	\$20 copay \$20 copay \$20 copay \$20 copay	Up to \$60 allowance Up to \$70 allowance Up to \$90 allowance Up to \$130 allowance	Once every calendar year
Eyeglass Lens Enhancements When obtaining covered eyewear from a Blue View Vision provi	der, you may choose to add an	y of the following lens enhanc	ements at no extra cost.
<ul> <li>Transitions Lenses (for a child under age 19)</li> <li>Standard polycarbonate (for a child under age 19)</li> <li>Factory scratch coating</li> </ul>	\$0 copay \$0 copay \$0 copay	No allowance when obtained out-of-network	Same as covered eyeglass lenses
Contact Lenses (Instead of eyeglass lenses) Contact lens allowance will only be applied toward the first purc be used for subsequent purchases in the same benefit period, n	hase of contacts made during a or can any unused amount be	benefit period. Any unused a carried over to the following be	mount remaining cannot enefit period.
Elective conventional (non-disposable)	\$130 allowance, then	Up to \$125 allowance	
OR	15% off any remaining balance		
Elective disposable OR	\$130 allowance (no additional	Up to \$125 allowance	Once every calendar year
	discount)  Covered in full	Un to \$225 allowers	
Non-elective (medically necessary)  This is a primary vision ears hareful intended to enter only stuffed up a	Covered in full	Up to \$225 allowance	ava acco cabe If you accord and

This is a primary vision care benefit intended to cover only routine eye examinations and corrective eyewear. Blue View Vision is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care doctor from your medical network. Benefits are payable only for expenses incurred while the group and insured person's coverage is in force. This information is intended to be a brief outline of coverage. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's policy, which shall control in the event of a conflict with this overview. This benefit overview is only one piece of your entire enrollment package.

# EXCLUSIONS & LIMITATIONS (not a comprehensive list - please refer to the member Certificate of Coverage for a complete list)

Combined Offers. Not to be combined with any offer, coupon, or in-store advertisement.

Excess Amounts. Amounts in excess of covered vision expense.
Sunglasses. Plano sunglasses and accompanying frames.
Safety Glasses. Safety glasses and accompanying frames.
Not Specifically Listed. Services not specifically listed in this plan as covered services.

Lost or Broken Lenses or Frames. Any lost or broken lenses or frames are not eligible for replacement unless the insured person has reached his or her normal service interval as indicated in the plan design.

Non-Prescription Lenses. Any non-prescription lenses, eyeglasses or contacts. Plano lenses or lenses that have no refractive power.

Orthoptics. Orthoptics or vision training and any associated supplemental testing.

In-network Member Cost (after any applicable copay)

· · · · · · · · · · · · · · · · · · ·	e e	farrer any applicable copays
Retiral imaging - at member's option can be performed a	al time of eye exam	Not more than \$39
Eyeglass lens upgrades  When obtaining eyewear from a Blue View Vision provider, you may choose to upgrade your new eyeglass lenses at a discounted cost. Eyeglass lens copayment applies.	<ul> <li>Transitions lenses (Adults)</li> <li>Standard Polycarbonate (Adults)</li> <li>Tint (Solld and Gradient)</li> <li>UV Coating</li> <li>Progressive Lenses¹</li> <li>Standard</li> <li>Premium Tier 1</li> <li>Premium Tier 2</li> <li>Premium Tier 3</li> <li>Anti-Reflective Coating²</li> <li>Standard</li> <li>Premium Tier 1</li> <li>Premium Tier 1</li> <li>Other Add-ons</li> </ul>	\$75 \$40 \$15 \$15 \$65 \$85 \$95 \$110 \$45 \$57 \$68 20% off retail price
Additional Pairs of Eyeglasses Anytime from any Blue View Vision network provider.	Complete Pair     Eyeglass materials purchased separately.	40% officetall price 20% officetall price
Eyewear Accessories	<ul> <li>Items such as non-prescription sunglasses, lens cleaning supplies, contact lens solutions, eyeglass cases, etc.</li> </ul>	20% off retail price
Contact lens fit and follow-up A contact lens fitting and up to two follow-up visits are available to you once a comprehensive eye examinas been completed.	Standard contact lens fittings     Premium contact lens fittings	Up to \$55 10% offretall price
Conventional Contact Lenses	Discount applies to materials only	15% off retail price

<sup>1</sup> Please ask your provider for his/her recommendation as well as the available progressive brands by tier.

Discounts are subject to change without notice. Discounts are not 'covered benefits' under your vision plan and will not be listed in your certificate of coverage. Discounts will be offered from in-network providers except where state law prevents discounting of products and services that are not covered benefits under the plan. Discounts on frames will not apply if the manufacturer has imposed a no discount policy on sales at retail and independent provider locations. Some of our in-network providers include:

LENSCRAFTERS'

OPTICAL

GLASSES Contacts direct 1800 contacts

LENSCRAFTERS 🛡 👸



qlasses.com

contactsdirect.com

1800contacts.com

lenscrafters.com

targetoptical.com

#### ADDITIONAL SAVINGS AVAILABLE THROUGH ANTHEM'S SPECIAL OFFERS PROGRAM \*

Savings on items like additional eyewear after your benefits have been used, non-prescription sunglasses, hearing aids and eyen LASIK laser vision correction surgery are available through a variety of vendors. Just log in at anthem.com, select discounts, then Vision, Hearing & Dental,

#### **OUT-OF-NETWORK**

If you choose to receive covered services or purchase covered eyewear from an out-of-network provider, network discounts will not apply and you will be responsible for payment of services and/or eyewear materials at the time of service. Please complete an out-of-network claim form and submit it along with your itemized receipt to the fax number, email address, or mailing address below. To download a claim form, log in at anthem.com, or from the home page menu under Support select Forms, click Change State to choose your state, and then scroll down to Claims and select the Blue View Vision Out-of-Network Claim Form. You may instead call member services at 1-866-723-0515 to request a claim form.

To Fax: 866-293-7373

To Email: oonclaims@evewearspecialoffers.com

To Mail: Blue View Vision

Attn: OON Claims P.O. Box 8504 Mason, OH 45040-7111

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Arithem Blue Cross and Blue Shield is the trade name of: In Connectout Anthem Health Plans, Inc. In Maine: Anthem Health Plans of Maine, Inc. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. Independent licensees of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

Blue View Vision FS

<sup>&</sup>lt;sup>2</sup> Please ask your provider for his/her recommendation as well as the available coating brands by tier.

<sup>3</sup> Standard fitting includes spherical clear lenses for conventional wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

<sup>4</sup> Premium fitting includes all lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and multifocal.

<sup>\*</sup> Discounts cannot be used in conjunction with your covered benefits.



# CITY OF NEW BRITAIN FLEX DENTAL GROUP# 001097-130,154,155,165,166,170,179,180,181,183,185,187,188,193,280+285

Description of Benefits			You Pay:
Annual Deductible (individual/fam	rily)		N/A
Annual Maximum per member per	· calendar year		\$750.00
Lifetime Orthodontic Maximum pe	er member		N/A
DIAGNOSTIC & PREVENTIVE	SERVICES		No Charge
<ul> <li>Initial evaluation</li> <li>Periodic evaluations</li> <li>Periapical X-ray (as needed)</li> <li>Simple Extractions (1 per lifetime)</li> </ul>	<ul> <li>Cleanings, twice a year</li> <li>Fluoride treatment to age 19</li> <li>Periodontal maintenance</li> <li>Bitewing X-rays (2/yr)</li> <li>Full Series/Panorex X-rays (1 every 3 yrs)</li> </ul>	<ul> <li>Space maintainers to age 19</li> <li>Emergency palliative treatment</li> </ul>	
BASIC SERVICES			Not Covered
<ul> <li>Fillings</li> <li>Simple and surgical extractions</li> <li>Oral surgery</li> </ul>	<ul> <li>Endodontics including but not limited to root canal therapy</li> <li>Repair and relining of dentures</li> </ul>	<ul><li>Recement Crown</li><li>Recement Bridge</li><li>Repair Bridge</li></ul>	
MAJOR SERVICES			Not Covered
<ul><li>Periodontics</li><li>Crowns</li><li>Inlays</li><li>Onlays</li></ul>	<ul> <li>Prosthodontics including but not limited to bridgework, partial and full dentures</li> <li>Post and core</li> </ul>		
ORTHODONTIC SERVICES (c	hild or adult)		Not Covered
<ul> <li>Non-surgical dental services related to the supervision, guidance and correction of growing or mature teeth</li> <li>Examination</li> </ul>	<ul> <li>Records</li> <li>Tooth guidance</li> <li>Repositioning (staightening) of the teeth</li> </ul>		

#### **ACCESSING BENEFITS:**

Participating Benefits: When a member receives care from one of our participating Dentists, he or she simply presents his or her identification card showing dental coverage. The dentist bills us directly for all covered services. For dental care provided by a Participating Dentist, we will pay the lesser of Dentist's usual charge or maximum allowable amount as determined by Anthem BCBS. The participating Dentist will accept Anthem BCBS's payment in full and make no additional charge to the member, except as otherwise specified in the member's certificate of coverage.

Non-Participating Benefits: Anthem BCBS will pay the maximum allowable amount as determined by Anthem BCBS. The member is responsible for any difference between the amount paid by Anthem BCBS and the fee charged by the Dentist.

Dental claims should be submitted to Anthem BCBS Dental, P.O. Box 659444, San Antonio, TX 78265.

#### PRINCIPAL LIMITATIONS AND EXCLUSIONS

Services received from a dental or medical department maintained by an employer, a mutual benefit association, labor union, trustee or other similar person or group; Services for which the member incurs no Dentists' Charge or which are services of a type ordinarily performed by a physician, or charges which would not have been made if insurance was not available; Services with respect to congenital malformations; Services, treatment or supplies furnished by or at the direction of any government, state or political subdivision; Any items not specifically listed in this Policy; Lost or stolen dentures or denture duplication; Gold foil restorations; Temporary services and appliances; such as crown or tooth preparations and temporary fillings, crowns, bridges and dentures; Application of sealants, regardless of reason; Services as determined by the company, that are rendered in a manner contrary to normal dental practice. A complete list of exclusions appears in the Certificate of Coverage.

This is not a legal policy or contract. It is only a general description of your benefits. If there are discrepancies between the Certificate of Coverage and this summary, the Certificate of Coverage shall control.



# City of New Britain − Group # 4538 Delta Dental PPO plus Premier<sup>™</sup> 0001 Active / 0002 COBRA

If a Delta Dental PPO<sup>SM</sup>, Delta Dental Premier®, or Non Participating Dentist is used

## Calendar Year Deductible

Per Person

\$0

	<u>Plan Pays:</u>
<ul> <li>Initial Oral Exam – 1/36 mos.</li> </ul>	100%
<ul> <li>Periodic Oral Exams, Cleaning (2 per calendar year per person)</li> </ul>	100%
Space Maintainers (for children to age 19)	100%
<ul> <li>Fluoride Treatment for children to age 19 (2 per calendar year per person)</li> </ul>	100%
• X-rays	100%
Emergency Treatment	100%
• Simple Extractions (#7140)	100%
Calendar Year Annual Maximum	\$750
Dependent children are covered to age 25.	

Delta Dental has two networks available under this plan. The Delta Dental Premier<sup>®</sup> network is the largest of the Delta Dental networks with over 351,000 participating dentist offices nationally (80%+). Delta Dental PPO™ is a smaller, but more discounted network with over 266,000 participating dentist offices nationwide. Delta Dental's network discounts average 25% to 35% less.

You may use any fully licensed dentist under this plan, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level. Delta Dental PPO dentists offer the lowest fees of our networks.

Participating dentists will be paid directly by Delta Dental for covered services. Non-participating dentists will bill you directly, and Delta Dental may make claim payment directly to you. You will maximize benefits and reduce paperwork by using a Delta Dental participating dentist.

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by calling 1-800 DELTA OK (1-800-335-8265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at **deltadentalct.com** to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under this program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

Claim questions and other information needs should be directed to Delta Dental's customer service department at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. In CT, Delta Dental of Connecticut writes dental coverage on an insured basis and Delta Dental of New Jersey administers self-funded dental benefit programs. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.

5/14/20

# APPENDIX E

# SICK LEAVE POOL

- 1. A sick leave pool is hereby established to be used for extreme hardship cases. Membership in the pool shall be on a voluntary basis, however, only members of the pool shall be allowed to apply for the withdrawal of days from the pool.
- 2. Newly hired employees shall be allowed to join the sick leave pool at any point in their first 90 days of employment. For all current employees, there will be an open enrollment period in the month of July to allow any employee not in the sick leave pool, the opportunity to join. If the new hires choose not to join upon hire he/she will be precluded from joining the sick leave pool.

If a member of the sick leave pool wishes to terminate his/her membership in the pool, he or she shall send a written request to the Sick Leave Pool Committee c/o the Human Resources Director stating therein that he/she wishes to terminate memberships but waives any and all claims to the sick time he/she has donated to the pool. The member will be allowed to terminate his/her membership in the pool, however, he/she waives all claims and/or rights to sick days already donated to the pool and will not be allowed to rejoin the pool.

- 3. All members of the pool shall initially contribute one sick day that shall be deducted from the member's accumulated sick leave. If at any time, the sick leave pool has a balance of less than fifty (50) days, the City shall deduct one (1) additional day from each member's accumulated sick leave to the sick leave pool.
- 4. Upon exhaustion of accumulation leave, any member of the pool may apply to the Sick Leave Pool Committee, as hereinafter provided, for a withdrawal of days. Application should be made as soon as a member suspects that time will be requested. Sick pool time will not be awarded retroactively. Any additional sick time accumulated while a member is withdrawing from the sick pool shall be exhausted prior to additional days from the pool being used.
- 5. A Sick Leave Pool Committee consisting of the respective Department Head, the Human Resources Director and the Union President shall be established. The Committee shall develop procedures for the applying and granting of sick days from the pool. The Committee shall: a) require that an FMLA form be completed by a physician; b) limit to 100 number of days granted to any employee in any given year; c) consider projected duration of condition involved; and d) consider the applicant's prior record of sick leave use, including a complete history of the use of accumulated sick leave time, dates absent and the reasons where possible. Additional Committee criteria may be added.
- 6. Application for withdrawal of days shall be made to the Human Resources Director who will present the application to the Committee. Applications to the Committee shall be made by letter and accompanied by a completed FMLA form and a statement that the applicant agrees to and understands the terms of the sick leave pool. Applications shall be transmitted with

# Agreement Between Local 1186 and the City of New Britain July 1, 2020 to June 30, 2025

supporting documents to the Committee. It is the applicant's responsibility to provide, with the letter of application, the following information to the Committee:

- a. A completed FMLA form.
- b. Date of expiration of accumulated sick time is also required.
- c. A request for a specific number days from the Sick Leave Pool.

Incomplete applications will not be acted upon by the Sick Leave Pool Committee.

- 7. The granting of any sick leave days from the pool shall be by majority vote of the Committee and such vote shall be final and shall not be subject to the grievance procedure.
- 8. Any days withdrawn from the pool and not used upon the return to work shall be returned to the pool.
- 9. Once sick days are contributed to the pool they are deducted from each member's accumulated sick leave and each member waives all rights to those sick days.

# APPENDIX F

M OF UNDERSTANDING

\*\*\*WITH RESPECT TO ANY SNOW LANGUAGE IN THIS MOU, THAT

BETWEEN

LANGUAGE HAS BEEN REPLACED WITH NEW CONTRACT LANGUAGE FOUND IN

TOF NEW BRITAIN

SECTION 6.2 ON PAGES 12-18 OF THE

AND

**CONTRACT\*\*\*** 

ME LOCAL 1186

This Memorandum is entered into between the City of New Britain (hereinafter "City"), AFSCME Local 1186 (hereinafter "Union")

Whereas, as of July 1, 2012, the Public Works Department was re-organized to save money by eliminating operational redundancies associated with the old City department structure, and to maintain services by implementing a more flexible system for shifting staff between service areas depending on current work load; and

Whereas, as part of the July 1, 2012 re-organizate on, the City's Public Works Department now includes the former: Public Works Department, the Parks and Recreation Department, the Water Department, and the Department of Property Management; and

Whereas, as a result of July 1, 2012 re-organization, the City's Public Works Department is now comprised of five divisions including: Field Services, Utilities (Water and Sewer, Fleet and Facilities, Administrative and Recreation; and

Whereas, it is recognized that some changes to how overtime is distributed and on how overtime equity is achieved are needed to properly align overtime assignments with the Public Works division staff needed to fill these overtime assignments; and

Therefore, the City, Union and Employees agree to the following:

1. Regular overtime shall be defined as overtime distributed based on the duties associated with a specific job classification. Regular overtime does

- not include filtration plant overtime, Streets and Parks based Winter Snow Operations, and overtime at Stanley Golf Course or Fairview Cemetery; and
- 2. Regular overtime will be distributed and overtime equity shall be achieved based on the job classifications within each of the five Public Works Divisions, i.e., Field Services, Utilities, Fleet and Facilities, Administrative and Recreation; and
  - a. Given the unique nature of their operations and licensing requirements, overtime distribution and equity associated with the Water Filtration Plant, Stanley Golf Course and Fairview Cemetery shall continue to exist outside the Division structure;
  - b. Snow overtime associated with the former Water Department and the former Facilities portion of the Property Management Division shall be included as regular overtime for each of those Divisions;
  - c. Regular Overtime equity shall be considered achieved for an employee within a job classification if an employee's hours are within 10% of the highest employee's overtime equity hours within the same job classification and within the same Public Works Division at the end of the overtime equity year;
  - d. The City will be bound to achieve the new overtime distribution and overtime equity associated with this M.O.U. once it is signed and as such will be required to provide the necessary training for employees to help ensure that they are qualified for overtime assignments for which they are eligible. The City's shall provide the necessary cross training by the end of December 2014 to ensure that Overtime Equity can be achieved for all affected job classifications. If an employee is not able to gain the necessary skills despite a good faith effort to provide training these situations will be handled on a case by case basis.
- 3. Snow overtime associated with the former Public Works Department and the former Parks and Recreation Department shall be considered shared overtime among

the Field Services and Utilities Divisions of Public Works. Snow overtime shall be offered and snow overtime equity shall be tracked separately from regular overtime. For overtime equity related to Public Works Winter Storm Operations the following shall apply:

- a. For purposes of calculating overtime equity, all Local 1186 job classifications in the Public Works Department for which a CDL is required shall be pooled during Winter Storm Operations with the following exceptions:
  - (1) Local 1186 Public Works Supervisors
  - (2) Local 1186 Fleet and Facility Division employees
  - (3) Local 1186 Water Caretakers
  - (4) Local 1186 Job classifications associated with the operation of the Water Treatment Plant
- b. For purposes of calculating overtime equity, all non-pooled Public Works job classifications shall be assigned overtime during Winter Storm Operations based on their job specification unless otherwise noted.
- c. Local 1186 Public Works Streets Foreman, Sanitation Foreman, Sewer Foreman, and the Parks Foreman with the most seniority shall serve as the "chasers" for Public Works' city street based snow operations, and shall be equalized together on the Snow Equity list.
- d. Local 1186 Supervisors from the Parks sub-division of Public Works Field Service Division shall serve as the primary supervisors for Public Works' city parks and sidewalk clearing based snow operations \*except as otherwise noted in item C.
- e. Local 1186 Supervisors from Public Works Utility Division shall serve as back-up supervisors for both the Public Works Street based and Parks based Winter Snow Operations, and are also eligible to work as back-up plow drivers except as otherwise noted in Item C.
- f. Local 1186 Public Works Fleet employees shall be pooled specifically for the Fleet Management duties related to Winter Snow Operations, and snow overtime shall be distributed and snow overtime equity shall be achieved accordingly. Related to this, a minimum

- of one (1) fleet mechanic shall be called in for half snow shifts, and a minimum of two (2) fleet mechanics shall be called in for full snow shifts.
- g. Any Local 1186 Public Works employee that holds a valid Class B CDL license is eligible to work as a back-up plow driver, or other similar duties, after all eligible employees on the "100% List" and the "Regular Snow Overtime Equity List" have been exhausted.
- h. All Snow Operations overtime hours offered or worked shall be charged to an employees' applicable equity list.
- i. Overtime for Public Works Winter Snow Operations shall be offered and assigned overtime and shall have overtime equity achieved based on the following:
  - (1) Eligible "pooled" Public Works employees have the option of signing up for a "100% List" prior to the start of Winter Snow Operations season which shall be considered October 15th each year. Employees that sign up for the "100% List" will have first priority for call-ins and scheduled overtime related to Winter Snow Operations. For snow overtime equity purposes, employees on the "100% List" shall be equalized among each other.
  - (2) Employees that sign up for the "100% List" and get three (3) or more refusals each year over the course of two (2) consecutive winter seasons shall not be eligible for the "100% List" the following Snow Equity Year. Employees shall be eligible to sign up for the 100% list again after their one year ban.
  - (3) "Pooled" Public Works employees that do not sign upon the "100% List" shall be part of the Regular Snow Overtime Equity List and shall have secondary priority for call-ins and scheduled overtime related to Winter Snow Operations. For snow overtime equity purposes, "pooled" Public Works employees under this classification shall be equalized among each other.
  - (4) Employees with 3 or more refusals shall not be eligible for Winter Snow Operations overtime equity and any future call—ins for these employees shall be at the discretion of the

- City. Employees with three (3) or more refusals shall typically be offered snow overtime prior to calling in outside contractors except in cases of emergency where the health and safety of the public is a major factor.
- (5) The following language pertains to refusals as they relate towards Winter Snow Operations:
  - i. An employee that cannot work a Snow Operations overtime assignment due to a military service commitment shall not be charged with a refusal.
  - ii. An employee that cannot work a Snow Operations overtime assignment due to a medical issues or an illness that prevented them from working this overtime assignment shall not be charged a refusal provided they can provide a doctor's note or adequate documentation within seven (7) calendar days of the refusal.
  - iii. Employees shall receive (2) pass per winter season from being charged a refusal for time they are on a preapproved vacation. Each pass shall apply to vacation approvals of between 1 and 7 calendar days
  - iv. Overtime hours not worked as described in bullets i., ii., and iii. shall be charged as not available and the overtime equity hours missed shall be charged to this employee.
- j. Winter Storm Operations overtime equity shall be considered achieved for an employee if an employee's hours are within 10% of the average overtime equity amount for all the "pooled" eligible employees at the end of the overtime equity year;
- k. Snow Equity Lists for all Public Works employees shall be revised after every storm and the list shall be conveniently posted as soon as possible.
- 4. If the City cannot fill its Winter Storm Operations to full staffing levels through a voluntary process, participation for Winter Storm Operations shall be mandatory and shifts shall be filled based on lowest to highest seniority. In cases where an employee has already refused this shift and is then required to work the refusal shall be removed. Cases of hardship

- will be considered if it is necessary to fill snow shifts utilizing this provision.
- 5. Overtime equity for regular overtime, shall be tracked and equalized at the end of each calendar year (January 1st through December 31<sup>st</sup>) at which point a new equity year shall begin.
- 6. For regular overtime, overtime distribution and overtime equity under the new Public Works Department Division Structure shall begin January 1, 2014. Until that time overtime distribution and overtime equity shall continue to follow the old Department structure (Public Works, Parks and Recreation, Water, and Property Management). The exception to this is the old Parks Department's Snow Operation which will now be included in the overall Snow Operations overtime.
- 7. Overtime equity for Winter Snow Operation shall be tracked and equalized per winter season, and overtime distribution and overtime equity under the new Public Works Department Division Structure shall begin with the beginning of this upcoming winter season.
- 8. To better equalize the benefit of double time versus time and a half overtime assignments, all overtime equity shall be tracked based on overtime hours paid, and not on overtime hours worked.
- 9. If a permanent job classification employee is not available to fill an overtime assignment within a Division of Public Works, the City shall fill the overtime assignment using an acting employee from lower job classifications within the same division with one exception. Masonry overtime shall first be offered to the permanent Public Works Mason regardless of which Division the overtime assignment is associated with.
- 10. The City shall continue to work with the Union for language to replace the existing Snow Removal Operations language included in Article VI.9 of the current Local 1186 Agreement.
- 11. Upon the signing of this M.O.U. by all parties, the following Job Classifications included as Attachment A

to this M.O.U. shall be accepted and adopted as described below:

- a. For employees working in the Field Services Division and Fleet and Facilities Divisions, the General Laborer and Groundskeeper positions shall be combined in one position titled Public Works Maintainer which shall be paid at Pay Grade 21. All applicable staff occupying the old job positions shall assume the new job position once the M.O.U. is signed and ratified.
- b. For employees working in the Utilities Division, the General Laborer and Water Utility Worker positions shall be combined in one position titled Utility Worker which shall be paid at Pay Grade 21. All applicable staff occupying the old job positions shall assume the new job position once the M.O.U. is signed and ratified.
- c. The Equipment Operator and Tree Trimmer positions shall both be upgraded from Pay Grade 11A to Pay Grade 10A.
- d. The Mason position shall be upgraded from Pay Grade 10A to Pay Grade 8A.
- e. The Park Foreperson, Public Works Foreperson, and Water Foreperson positions shall be upgraded from Pay Grade 10A to Pay Grade 8A.
- f. The Horticulturalist position shall be upgraded from Pay Grade 8A to Pay Grade 5B.
- g. While this has already been implemented in practice, the Park General Foreperson position shall be upgraded from Pay Grade 8A to Pay Grade 5A.
- h. Employees working in the existing job descriptions associated with these changes shall assume the new job classification upon the execution of the M.O.U.
- i. See Attachment A for new and revised job specifications associated with this M.O.U.
- 12. Changes to, or the combination of positions, beyond those described in the M.O.U. associated with the

Public Works Reorganization shall be handled separately through negotiation.

- 13. The City agrees to maintain 150 field positions for the Local 1186 employees in the Public Works Department. This will require the addition of 8 positions being added compared to the current staffing levels. These figures include employees from Stanley Golf Course, Fairview Cemetery, Fleet and Parks Mechanics, Building Maintainers, Property Management security guards, parking attendants and custodians. Also included are water filter plant and water utility staff and the staff of the Parks, Streets, Sanitation and Sewer Divisions and all other 1186 field personnel. The City agrees to begin the hiring process within 100 days and to fill these positions within 18 months of the signing on this memorandum.
- 14. In the future, the City agrees to begin the hiring process for new vacancies within 180 days of the positions covered under this M.O.U. to maintain field staffing levels at 150 unless otherwise agreed to by both parties.
- 15. The contents with this M.O.U. shall be incorporated into the next Local 1186 Agreement that follows the signing of this document.
- 16. The ratification of this M.O.U. shall be included as part of the ratification of the upcoming Local 1186 Collective Bargaining Unit agreement.

Entered into this 28 day of October, 2013

UNION, LOCAL 1186

Michael Thompson

Président

CITY OF NEW BRITAIN

CITY OF NEW BRITAIN

haven R. Levers Karen R. Levine,

Personnel Director

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# APPENDÎX Ĝ

# **AMENDMENT**

TO

## MEMORANDUM OF UNDERSTANDING

# BETWEEN

#### CITY OF NEW BRITAIN

# AND

## **AFSCME LOCAL 1186**

Whereas, the City of New Britain and AFSCME Local 1186 entered into a Memorandum of Understanding concerning Reorganization on October 28, 2013; and

Whereas, Paragraphs 13 and 14 of the October 28, 2013 Memorandum of Understanding provide that the City will maintain field staffing levels at 150 unless otherwise agreed to by both parties; and

Whereas, the City and Local 1186 want to revise Paragraphs 13 and 14 to provide that the City will maintain field staffing levels at 120; and

Whereas, Section 1.4 of the Collective Bargaining Agreement between the City of New Britain and AFSCME Local 1186 provides that the time period that seasonal employees can be employed; and

Whereas, the City and Local 1186 want to amend Section 1.4 to provide that seasonal employees in the Department of Public Works (which includes the former Parks and Water Departments can be employed from March 1<sup>st</sup> through the 1<sup>st</sup> Friday in December each year; and

Therefore, the City and Local 1186 agree to the following:

- 1. Paragraphs 13 and 14 of the October 28, 2013 Memorandum of Understanding shall be amended to provide that the City will maintain staffing levels at 120 rather than 150.
- 2. Effective March 1, 2014, Seasonal employees in the Department of Public Works may be employed from March 1<sup>st</sup> through the 1<sup>st</sup> Friday in December each year

Dated this 6<sup>th</sup> day of December, 2013

City of New Britain

Erin E. Stewart Mayor

Karen Levine, Personnel Director

Local 1186

Michael Thompson, President

# **AMENDMENT**

TO

# AMENDMENT

TO

# MEMORANDUM OF UNDERSTANDING

# **BETWEEN**

# CITY OF NEW BRITAIN

# AND

# AFSCME LOCAL 1186

Whereas, the City of New Britain and AFSCME Local 1186 entered into a Memorandum of Understanding concerning Reorganization on October 28, 2013; and

Whereas, Paragraphs 13 and 14 of the October 28, 2013 Memorandum of Understanding provide that the City will maintain a field staffing level at 150 unless otherwise agreed to by both parties; and

Whereas, on December 6, 2013, the City and Local 1186 entered into an Amendment to that Memorandum of Understanding revising the field staffing level at 120; and

Whereas, given the City's current financial situation the City of New Britain and AFSCME Local 1186 wish to amend the December 6, 2013 Amendment to the Memorandum of Understanding;

Therefore, the City and Local 1186 agree to the following:

- 1. The current field staffing level is 106; and
- 2. The City of New Britain will fill the following acting positions, Traffic Bureau Maintainer, Cemetery General Foreperson, Scale Operator, Maintenance Mechanic (Water) (if a vacancy is created in this position), Vehicle Equipment Technician, Dispatcher (Water) and Equipment Operator through an internal posting process within two months if there are qualified internal applicants;
- 3. The City of New Britain will agree to undergo a hiring process to bring the field staffing level to 113. The City agrees to post the positions within 14 days upon signing of this Amendment. The City of New Britain will post vacant positions for 5 days and if these positions are not filled from that posting the City will

announce open competitive tests for the vacant positions within 30 days after the internal posting, will certify a list within 90 days of the announcement and will hire within 60 days of the certification of the list;

- 4. Local 1186 will agree to stay at the staffing level of 113 instead of insisting that the City hire to maintain the 120 field staffing level agreed to in the December 6, 2013 Amendment to the Memorandum of Understanding until June 30, 2015 as long as no member of Local 1186 is laid off between the signing of this Amendment and June 30, 2015;
- 5. If a member of Local 1186 is laid off between now and June 30, 2015, the City will be required to begin the process to hire to maintain the 120 field staff level within 60 days of the effective date of the layoff of the first member of Local 1186.
- 6. The City agrees that the custodian at the Water Department will be part of the next round hiring process when staffing is brought up to 120.

Dated this 2 day of November, 2014

City of New Britain

Local 1186

Erin E. Stewart, Mayor

Susan Egan, President

Karen Levine, Personnel Director

### APPENDIX I

#### CITY OF NEW BRITAIN AND LOCAL 1186

CLERICAL UPGRADES/CHANGES – Agreed to in the Tentative Agreement signed by the parties on November 4, 2013.

All upgrades and changes were effective January 1, 2014

- **PG1A** Eliminate (Administrative Clerk I)
- **PG2** Eliminate (Accounting Clerk I)
- PG3 Eliminate Administrative Bookkeeper I, Office Equipment Operator and possibly Senior Center Program Assistant
- PG4 Combine Accounting Clerk II and Administrative Clerk II positions into new title of Administrative Assistant 1 and leave at PG4 except for Accounting Clerk II positions in Tax/Water, Accounting Clerk II position in Assessor, Administrative Clerk II position in Assessor, Accounting Clerk II position in Public Works and Administrative Clerk II position in parking tickets

Eliminate Administrative Secretary I

PG5 Eliminate Administrative Bookkeeper II

Upgrade Assessment Aide (Accounting Clerk II and Administrative Clerk II positions in Assessor's office will be changed to Assessment Aide) PG5 Step 3

New classification of Revenue Collection Aide created for Accounting Clerk II position in Water/Tax and Administrative Clerk II in Parking Tickets PG 5 Step 3

Eliminate Administrative Clerk III, Client Services Supervisor, Client Services Tech and Legal Administrative Aide I

Veterans' Affair Clerk - change title to Administrative Assistant 2

PG6 Account Clerk III, Accounting Assistant and Administrative Bookkeeper II position will be combined into Accounting Assistant classification and upgraded to pay grade 7 step 2

Financial Specialist and NRZ Coordinator will be placed in Pay grade 6

Administrative Assistant, Administrative Aide, Administrative Secretary II and Asst. Town & City Clerk be combined into new title of Administrative Assistant 3 but stays at pay grade 6

Legal Administrative Aide II in Building becomes Administrative Assistant 3, however, Legal Administrative Aide II in Corporation Counsel remains.

PG7 Administrative Assistant – Water - title change to Revenue Specialist – Water Tax Assistant - Title change to Revenue Specialist - Tax

\*Those positions with upgrades and remaining steps will advance steps on anniversary of date of upgrade

Where applicable, new job descriptions will be agreed upon by the parties

Parking Monitor will be placed in PG 35 Step 3

APPENDIX Jo

Memorandum of Understanding

Between

The City of New Britain

And

Local 1186

And

Michael Posten, Michael Plante and Sebastian Adorno

Whereas, Local 1186 claims that the position of Groundskeeper at Stanley Golf Course should have been upgraded in accordance with the Memorandum of Understanding signed by the parties on October 28, 2013 and is prepared to file a grievance; and

Whereas, the City of New Britain contests this claims; and

Whereas, the position of Groundskeeper at Stanley Golf Course is a technical position which requires unique expertise; and

Whereas, as a result the City of New Britain and Local 1186 would like to update the job description, change the title of the Groundskeeper position to Golf Maintainer and change the pay grade of that position; and

Therefore, to address these issues and in lieu of a grievance being filed, the City and Local 1186 agree to the following:

- 1. Effective upon the signing of this Memorandum of Understanding, the position of Groundskeeper' (Stanley Golf Course) shall become Golf Maintainer and the salary shall be changed from PG 35 to PG 21. See job description attached hereto which has been agreed to by the City and Union. The parties agree and understand that this change is effective upon signing and there will no retroactive wages and/or back pay; and
- 2. The hours and work schedule of the three current permanent Groundskeepers, Michael Posten, Michael Plante and Sebastian Adorno shall remain unchanged.
- 3. As Michael Posten, Michael Plante and Sebastian Adorno retire, the new hours and work schedule for those hired as Golf Maintainers shall be 6:00 a.m. to 2:00 p.m. with a half hour paid lunch and a 15 minute break in the morning from the first Monday on or after April 17<sup>th</sup> through the last Friday of September and 7:00 am to 3:00 pm from the last Friday of September through the first Monday on or

after April  $17^{\rm th}$  as set forth in the August 3, 2009 MOU which is attached hereto, however, no stipend will be paid; and

4. Given the unique nature of their operations and licensing requirements, overtime associated with Stanley Golf Course will remain unchanged;

Dated this  $\frac{2^{N\rho}}{2^{N\rho}}$  day of  $\frac{A\rho\rho}{2^{N\rho}}$ , 2014

Local 1186

City of New Britain

Susan Egan, President

Mark Moriarty, Director

Public Works

Michael Posten

Michael Plante

Sebastian Adorno

Selochan Adam

# City of New Britain

Title: Golf Maintainer

<u>Job Summary</u>: Performs skilled and semi-skilled tasks in the construction, installation, repair and maintenance of golf course grounds, recreational areas and physical facilities; drives truck to haul materials and to plow and sand roads; and performs general maintenance work.

<u>Supervision Received</u>: Receives general supervision from Golf Course Superintendent and Assistant Golf Course Superintendent. Performs assigned tasks independently.

# **Examples of Essential Duties:**

- 1. Prepares tractor, mowers, greens equipment and attachments. Services tractor and equipment with fuel, lubricants and accessories. During operation observes performance of equipment and reports equipment problems to mechanic. Operates tractor, mowers and greens equipment to mow roughs, fairways, trim and maintain greens and to clear roads.
- 2. Uses hand tools to repair damage to greens, tees and facilities, and to relocate cups. Uses chain saws and hand tools to remove brush and prune trees. Grades, fertilizes, seeds and prepares playing areas. Operates and performs general maintenance on irrigation system; makes minor plumbing repairs to sprinklers and drinking fountains. Uses hand tools to plant and care for trees, shrubs, and flower beds.
- 3. Performs semi-skilled tasks in the repair and maintenance of golf course buildings, facilities and equipment, including rough carpentry, painting and minor plumbing repairs. Rakes leaves, collects debris, picks up litter and removes rubbish. Performs heavy manual labor in the removal of debris.
- 4. Drives truck in winter and storm emergency work. Prepares truck and auxiliary equipment. Services truck and equipment with fuel, lubricants, and accessories. Makes routine safety check before and after operating truck and equipment. Operates dump truck to haul and remove materials, plow and sand roads. Operates snow removal equipment including snow blowers. Hoists tool and equipment to Tree Trimmer and lowers branches with ropes or block and tackle. Positions and steadies ladders. Assists in removing trees, branches and tree trunks, stumps.

## **Examples of Incidental Duties:**

- 1. Uses a variety of hand and power tools including chain saw, water pump, leaf machine, brush cutter, rake, shovel, etc. Follows safety procedures and practices at all times, and wears protective clothing and equipment as necessary.
- 2. Provides information and assistance to golfers. Observes course regulations in carrying out duties to enhance recreation of golfers.
- 3. Assists Mechanic and Grinder in repair and maintenance tasks as necessary. Cleans and maintains equipment and tools. Performs related work as required.

Knowledge, Skills And Abilities Required: A working knowledge of golf course maintenance, including the care and maintenance of greens, fairways, and irrigation equipment. Ability to perform semi-skilled tasks in the maintenance of course facilities, including rough carpentry, painting and minor plumbing. Ability to operate tractor, mowing equipment, and power tools used in course maintenance. Ability to perform preventive maintenance on assigned equipment, tools, etc. Ability to apply commonsense understanding to carry out instructions furnished in written, oral or diagrammatic form. A working knowledge of safety procedures and practices. Ability to work cooperatively with other employees and to relate positively to the public.

<u>Minimum Qualifications Required</u>: The skills and knowledge required would generally be acquired with graduation from high schools or vocational technical school, and two years experience in golf course maintenance, landscaping, or parks and grounds maintenance, or an equivalent combination of education and experience.

<u>License or Certificate</u>: Connecticut Class B CDL. Certification by DEP as a Pesticide Applicator in accordance with Sec. 22a-54. CGS desirable.

<u>Physical Exertion/ Environmental Conditions</u>: Performs duties in extreme weather conditions, including heat, cold, rain or snow. Must wear protective clothing and safety equipment. Must be able to lift and/or carry objects of medium to heavy weight. Some highway driving may be required to carry out duties. Exposed to hazardous conditions during routine work and in general emergencies. Physical strength and agility sufficient to do heavy manual work.

NOTE: The above tasks and responsibilities are illustrative only. The description does not include every task or responsibility.

#### APPENDIX K

#### Memorandum of Understanding

#### Between

#### The City of New Britain

#### And

#### Local 1186

Whereas, given the consolidation of the Public Works, Parks and Water Departments, the City of New Britain would like to consolidate the classifications of Park Mechanic, Vehicle Equipment Technician Golf Course Mechanic, Mechanic I, Mechanic II and welder/fabricator; and

Whereas, Local 1186 is agreeable to this consolidation but claims that given the different job duties involved the consolidated classification should be paid at a higher pay grade; and

Whereas, as a result the City of New Britain and Local 1186 would like to consolidate the job descriptions for the Park Mechanic, Vehicle Equipment Technician, Golf Course Mechanic, Mechanic I, Mechanic II and welder/fabricator under the title of Public Works Vehicle and Equipment Technician and change the pay grade of that position; and

Therefore, to address these issues, the City and Local 1186 agree to the following:

- 1. Effective upon the signing of this Memorandum of Understanding, the positions of Park Mechanic, Vehicle Equipment Technician, Golf Course Mechanic, Mechanic I, Mechanic II and welder/fabricator shall be consolidated into Public Works Vehicle and Equipment Technician and the salary shall be changed from PG 10A to PG 8A. See job description attached hereto which has been agreed to by the City and Union. The parties agree and understand that this change is effective upon signing and there will no retroactive wages and/or back pay; and
- 2. The hours and work schedule of the Public Works Vehicle and Equipment Technician assigned to Stanley Golf Course shall remain as set forth in the August 3, 2009 MOU, however that position shall no longer be paid a stipend. The assignment of a Public Works Vehicle and Equipment Technician to Stanley Golf Course shall at first be on a voluntary basis with volunteers rotating in the assignment. The period of rotation shall be in the discretion of the City. If no one volunteers, the parties agree that the City has the right to assign the Public Works Vehicle and Equipment Technicians on a rotating basis to Stanley Golf Course and this assignment shall not

be subject to the grievance procedures. The period of rotation shall be in the discretion of the City.

- 3. The Union agrees that the jumping of cars is not a specific job duty of the Public Works Vehicle and Equipment Technician, and that the jumping of cars can be performed by other classifications of employees both during regular work hours and during overtime assignments.
- 4. The Union agrees that the Public Works Vehicle and Equipment Technician are under the supervision of the Mechanic Foreperson and the Fleet Manager and the Union agrees further that it shall not file any other requests for an upgrade or salary adjustment as the result of this MOU and the change in the salary of the Public Works Vehicle and Equipment Technician.

Dated this 2 day of NOVEMBER, 2014

Local 1186

Ed Thibodeau

Council 4, ASFCME

Susan Egan

Local 1186 President

City of New Britain

Erin Stewart

Mayor, City of New Britain

Mark E. Moriarty, PE

Director of Public Works

# MEMORANDUM OF AGREEMENT BETWEEN CITY OF NEW BRITAIN AND LOCAL 1186, AFSCME, COUNCIL 4, AFL-CIO

AUGUST 25 2009

This Agreement is entered into by and between the CITY OF NEW BRITAIN, hereinafter referred to as the "Employer", and LOCAL 1186, AFSCME, COUNCIL 4, AFL-CIO, hereinafter referred to as the "Union".

# WITNESSETH:

- (1) The City and the Union agree that any paid parking event at the Willowbrook Park Complex not sponsored by the New Britain Rock Cats shall be staffed by two (2) Park Department Groundskeepers for parking duties.
- (9) In consideration of the above the Union agrees to the withdrawal and closing of Grievances # CH-26-08 and #CH-37-08.

IN WITNESS WHEREOF, We have hereunto set our hands and seals this 25th day of August, 2009.

FOR THE CITY:

By:\_\_\_\_\_\_ William A. DeMaio

Director of Parks and Recreation

FOR THE UNION:

Iames Amato

President, Local 1186

Karen R. Levine Personnel Director City of New Britain

and

Local 818, Local 1186 and Local 1303

June 23, 2021

## AGREEMENT BETWEEN THE CITY OF NEW BRITAIN AND Local 818, Local 1186 and Local 1303

;

The City of New Britain, Local 818, Local 1186 and Local 1303 hereby agree to the following in connection with Juneteenth being declared as a federal holiday:

- 1. For the Fiscal year 2020-2021, the City will pay the Juneteenth holiday to any employee who was actively employed as of the date of the Agreement and who was in pay status on June 18, 2021. The holiday will be paid in the July 2, 2021 paycheck; and
- 2. For the Fiscal year 2021-2022 and moving forward, the City reserves the right to celebrate the Juneteenth holiday in accordance with Local 818, 1186 and 1303 contracts or as a floating holiday which will have to be used by June 30<sup>th</sup> each year. The City will notify the Union presidents by January 7<sup>th</sup> of each year which option it will be chosen. If the City decides to treat Juneteenth as a floating holiday and an employee wants to use that floating holiday on June 19<sup>th</sup>, that employee will not be denied but this will only apply when June 19<sup>th</sup> falls on a workday

City of New Britain

Erin E. Stewart, Mayor

Local 1186

Phil Pepin, Its President

Local 818

Ray Esponda, President

Local 1303

Brian Falkner, President

# **Membership - Public Sector Card**

#### American Federation of State, County and Municipal Employees Membership and Authorization for Dues Deduction

I hereby apply for membership in AFSCME Council 4 (hereafter the "Union") and I agree to abide by its Constitution and Bylaws. I authorize the Union and its successor or assign to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer,

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union at my current employer, the amount of dues certified by the Union, and as they maybe adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union.

If/when the applicable collective-bargaining agreement does not address revocation, then this voluntary authorization and assignment shall remain in effect, regardless of whether I am or remain a member of the Union at my current employer, for a period of one year from the date of execution, and for year to year thereafter unless I give the Employer and the Union written notice of revocation not more than ten (10) days before and not more than twenty (20) days after the end of any yearly period. The applicable collective bargaining agreement is available for review, upon request. This card supersedes any prior check-off authorization card I signed.

I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment. This authorization and assignment shall remain in effect if my employment with the Employer ends and I am later re-employed by the Employer.

Payments to the Union are not deductible as charitable donations for federal income tax purposes. However, state law may extend favored tax treatment.

Local Union#		Department / Work Location
Last Name	First Name	M.L.
Horne Street Address		Apt. No
Ĉity	State	Zip Code
Job Title	Hire Date	Employee Number
Personal E-mail		Personal Cell Phone No,*
Signature		Date Signed

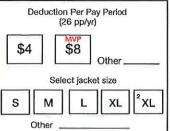
\*By providing your cell phone number you consent to receive calls (including recorded or autodialed calls, or texts) at that number from AFSCME and its affiliated labor, political and charitable organizations on any subject matter. Your carrier's rates may apply. You may modify your preferences by calling the Union at 860-224-4000.

# AFSCINE TO BE OF THE PERSON FOR

#### Become a PEOPLE MVP for \$8.35/month (\$100 annually)

Contribution Form

I hereby authorize my employer and associated agencies to deduct, each pay period, the amount certified as a voluntary contribution to be paid to the treasurer of American Federation of State, County and Municipal Employees PEOPLE, AFSCME, AFL-CIO, P.O. Box 65334,



Washington, D.C. 20035-5334, to be used to support pro-worker candidates in federal, state, and local elections.

My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my

contribution or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

Last Name	First Name	M.I.
Street Address		Apt.No
City	State	Zip Code
Employer	-2	
Home Phone		Business Phone
Email Address		Boomesorron

Signature

Date Signed

Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes. In accordance with federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families, Contributions from other persons will be returned,