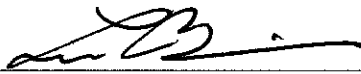


**TENTATIVE AGREEMENT  
BETWEEN THE CITY OF HARTFORD  
AND  
CHPEA, SEIU, LOCAL 2001 CSEA  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the City of Hartford Professional Employee Association, SEIU, Local 2001 CSEA (hereinafter, "CHPEA") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2016 through June 30, 2020 subject to the ratification of CHPEA and approval by the City of Hartford Court of Common Council. The July 1, 2012 through June 30, 2016 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

*This Tentative Agreement represents concepts and not necessarily final contract language. Actual contract language will be drafted if the Tentative Agreement is ratified by CHPEA and approved by the Court of Common Council.*

**CITY OF HARTFORD**

  
\_\_\_\_\_  
LUKE BRONIN, MAYOR

NOVEMBER 15, 2017  
\_\_\_\_\_  
DATE

**CITY OF HARTFORD PROFESSIONAL EMPLOYEE ASSOCIATION, SEIU, LOCAL 2001 CSEA**

  
\_\_\_\_\_  
ELIZABETH KAVANAH, PRESIDENT

NOVEMBER 16, 2017  
\_\_\_\_\_  
DATE

  
\_\_\_\_\_  
ROSA SALTO, STAFF REPRESENTATIVE

NOV. 16, 2017  
\_\_\_\_\_  
DATE



TENTATIVE AGREEMENT  
 BETWEEN THE CITY OF HARTFORD  
 AND  
 CHPEA  
 FOR A SUCCESSOR  
 COLLECTIVE BARGAINING AGREEMENT

1. **Duration:**

4 years (July 1, 2016-June 30, 2020)

2. **Wages:**

a. **GWI's:**

FY 2016-17 – 0% GWI	FY 2018-19 – 0% GWI
FY 2017-18 – 0% GWI	FY 2019-20 – 0% GWI

b. **Growth Increments:** Regular growth increments for the term of the contract.

3. **Shift Differential Pay:**

Effective the pay period after the approval of the 2016-2020 Agreement, CHPEA members employed in the Crime Analyst Classification who work 2<sup>nd</sup> or 3<sup>rd</sup> shift will receive a shift differential. The shift differential will be paid only on hours actually worked and will be as follows:

2<sup>nd</sup> shift begins at or after 2:00 p.m. – additional \$0.50/hour

3<sup>rd</sup> shift begins at or after 10:00 p.m. – additional \$0.65/hour

4. **Healthcare:**

a. **Plan Design.** Effective July 1, 2018, the current City plans (Cigna Open Access and Cigna Blue Care OAPIN) will be replaced with a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)\* as described below.

Component	In Network	Out of Network
Deductible	\$1,500/\$3,000	\$3,000/\$6,000
Co-Insurance	90%	70%
OOP Max	\$2,500/\$5,000	Federal OOP Max
RX (deductible)	\$5/\$20/\$40 2x mail order Mandatory Mail Order	\$5/\$20/\$40 2x mail order Mandatory Mail Order
Formulary	If City moves to standard CVS formulary, CHPEA agrees to it without challenge.	
HSA Funding	\$750/\$1,500 (50%)	\$750/\$1,500 (50% of In-Network Deductible)
Eliminate non-standard benefits		

\*Funding of employer HSA contribution in Fiscal Year 2018-19 will be by a percentage as follows paid on or about the first of each month indicated: 50% in July 2018, 25% in January 2019 and 25% in April 2019. Thereafter, the employer HSA contribution will be paid on a quarterly basis.

Effective July 1, 2019:

Component	In Network	Out of Network
Deductible	\$2,000/\$4,000	\$4,000/\$8,000
Co-Insurance	90%	70%
OOP Max	\$3,000 / \$6,000	Federal OOP Max
RX (deductible)	\$5/\$20/\$40 2x mail order Mandatory Mail Order	\$5/\$20/\$40 2x mail order Mandatory Mail Order
Formulary	If City moves to standard CVS formulary, CHPEA agrees to it without challenge.	
HSA Funding	50%	50% of In-Network Deductible
Standard Benefits Only		

b. Employee Contributions.

Medical – Effective upon approval of 2016-2020 Agreement, elimination of 125% cap.

FY 17-18: 16.5% upon approval of the 2016-2020 agreement

FY 18-19: 17.5%

FY 19-20: 18.5%

Dental – Same percentage as for medical (effective upon approval of the 2016-2020 Agreement).

- c. Healthy Hartford Program. The City shall implement the Healthy Hartford Program which is modeled after the State Plan. Employees and eligible dependents shall have until June 30, 2019 to become compliant with all age appropriate health and dental assessments and screenings described in the Schedules distributed during negotiations. Effective July 1, 2019, non-compliance will result in an additional one hundred (\$100.00) per month supplemental charge until the month following compliance.

5. **Pension Benefits:**

- a. Current Employees – No changes to plan benefits, but employee pension contributions increase as follows:

FY 17-18 – Increase an additional 1.0% upon approval of the 2016-2020 agreement

FY 18-19 – July 1, 2018: Increase an additional 0.5% of amount in place on 6/30/18

FY 19-20 – July 1, 2019: Increase an additional 1.0% of amount in place on 6/30/19

- b. New Employees (those hired into a CHPEA position on or after the effective date of approval of the 2016-2020 agreement):

- i. Multiplier: 1.75%, except that if a new employee comes from another City bargaining unit, or non-union or unclassified City position, which participates in the City's pension plan and that employee has a higher than 1.75% multiplier in that position based upon that person's hire date, then such employee shall have the CHPEA multiplier based upon his/her original city hire date, or the multiplier the employee had in the transferring unit, whichever is lower.
- ii. Maximum Benefit: 70% of base wages only
- iii. Normal Retirement: Age 65 with 5 years of service
- iv. Early Retirement: Age 55 with 15 years of service; 6% reduction per year
- v. Employee Contributions: 7.5%/10.5% upon approval; increase an additional .5% on July 1, 2018; no increase in FY 19-20.

**6. Retiree Insurance: \***

- a. Current employees – Cannot purchase or otherwise remain on the city-provided health insurance at age 65; eligible spouse (under age 65 & married at time of retirement) and dependents can remain on city-provided health insurance provided they pay for the cost of the insurance as outlined in the Collective Bargaining Agreement.
- b. New Hires – Cannot purchase or otherwise remain on city-provided health insurance upon retirement, except as provided under COBRA.

*\*Note – The changes outlined above, as well as the changes made in the last Collective Bargaining Agreement, also apply to survivor benefits.*

**7. Furlough Days:**

Effective Fiscal Year 2017-18, each member will take two (2) furlough days each fiscal year. The value of the furlough day will be deducted evenly over the pay periods in the fiscal year and will not negatively impact pension benefits.

If operationally possible, furlough days shall be scheduled around holidays (i.e., the day before or after a holiday). If not operationally possible, furlough days will be scheduled at a time mutually agreeable to the bargaining unit member and the Department Head or his or her designee, except such requests will not be unreasonably withheld. If two or more bargaining unit members request to take a furlough day on the same date and the operational needs of the department cannot sustain approval of all such requests, the approval of such furlough request will be determined by seniority with the City. In addition, no more than one (1) furlough day may be taken in any one (1) week.

**8. Safety Shoes:**

Effective Fiscal Year 2017-18, The City will provide safety shoes from an approved City vendor up to a maximum of \$80 for the Sanitarian classifications identified by CHPEA (3501 PHI, 3509 EHS1 & 3510 EHS2). EHS Trainee, class code 3507, not included.

**9. Life Insurance:**

Effective upon the approval of the 2016-2020 Agreement, new hires will have the option to elect either \$50,000 or \$70,000 of City-provided life insurance coverage. This election will be irrevocable. Elections of coverage in the amount of \$70,000 will be subject to imputed taxes. Current employees will have a window period of 30 days from the approval date of the 2016-2020 Agreement to elect a change in his or her life insurance coverage, which also will be irrevocable.

**10. Sick Leave Donation:**

Effective upon the approval of the 2016-2020 Agreement, sick leave will be allowed to be donated to employees who have a family member with a serious protracted illness. All other terms and conditions of sick leave donation will remain unchanged.

**11. Labor-Management Committee:**

Effective upon the approval of the 2016-2020 Agreement, the City and CHPEA agree to establish a Labor-Management Committee that will meet quarterly if requested by either party to discuss matters of concern.

**12. Bereavement:**

Effective upon the approval of the 2016-2020 Agreement, CHPEA members will be eligible for one (1) additional day of bereavement leave for death in the immediate family of the employee or the immediate family of his or her spouse.

**13. Sick Leave:**

- a. Current Members with less than five years of service as of 12/31/2017:
  - i. Maximum Accrual: 100 days plus 4 days for each full year of service completed as of 12/31/2017
  - ii. Payout of Accrued Sick Leave at Retirement Only: 35%
- b. Current Members with more than five years of service, but less than ten years of service, as of 12/31/2017:
  - i. Maximum Accrual: 100 days plus 4 days for each full year of service completed as of 12/31/2017
  - ii. Payout of Accrued Sick Leave at Retirement Only: 35% plus 2% for each full year of service over five completed as of 12/31/2017
    1. In other words, those with six years of service as of 12/31/2017 receive a 37% payout at retirement only, those with seven years of service as of 12/31/2017 receive a payout of 39% at retirement only, etc.
- c. Current Members with ten or more years of service completed as of 12/31/2017: No change
- d. New Hires (anyone newly hired by the City of Hartford on or after the effective date of the 2016-2020 agreement):
  - i. Maximum Accrual: 80 Days
  - ii. Payout of Accrued Sick Leave: None
- e. Eliminate obsolete or inconsistent contract language regarding sick leave accruals and payouts

**14. FMLA:**

Effective upon approval, family and medical leave will be provided in accordance with federal law only (i.e., twelve weeks in a twelve-month period). Include actual contract language consistent with City Formal Proposal #18.

**15. Other: Inclusion of actual contract language contained in the following Formal Proposals.**

- City Formal Proposal #1 – Dues Deduction: Updates language to reflect biweekly changes that occurred in September 2016.
- City Formal Proposal #2 – No Discrimination: Adds language to address changes in the law.
- City Formal Proposal #3 – Exclusion: Changes language to comply with state law relating to benefits to part-time employees.
- City Formal Proposal #6 – Classification and Pay:
  - Updates language to reflect biweekly changes that occurred in September 2016
  - Adds mandatory direct deposit and electronic notification
  - Updates salary schedules with newly created positions and creates an index to the salary schedules. The Appendix shall be revised to reflect salary schedules as they were in effect on June 30, 2016.

- City Formal Proposal #19 – Compensation for Injuries and Leave: Eliminates obsolete language; clarifies Paragraph C relating to procedures.
- City Formal Proposal #26 – Survivor’s Insurance:
  - Updates language to reflect changes that were agreed to in last contract but not updated in this section (clean up only)
  - Eliminates City-provided insurance upon attaining age 65 for survivors of employees/retirees hired before a specific date
  - Eliminates City-provided insurance for any survivor of a new hire
- City Formal Proposal #28 – Substitution of Insurance Plans: Eliminates all references to Anthem.
- City Revised Formal Proposal #32 – Appendix A: Clean-up of the salary schedules. The correct salary schedule for the Tax Investigators is the one with 6 steps.
- City Formal Proposal #34 – Substance Abuse Policy:
  - Adds flexibility as to who can confirm reasonable suspicion