AGREEMENT

BETWEEN

THE CITY OF NEW BRITAIN

AND

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

AFSCME LOCAL 1186
AMERICAN FEDERATION STATE COUNTY MUNICIPAL EMPLOYEES
AFL-CIO
New Britain, CT

AGREEMENT PERIOD

JULY 1, 2016 TO JUNE 30, 2020

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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	Department
Name of Employee	Position
Address of Employee	Rate of Pay
Employee's Social Security Number	

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 1st through the 1st 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 in the collective bargaining unit who are presently members of the Union and who do not remain Union members in good standing in accordance with the provisions of the International Constitution shall, as a condition of employment, pay to the Union a service fee equivalent to the amount uniformly required of its members. All employees in the collective bargaining unit who are not and who do not become and remain Union members in good standing in accordance with the provisions of the International Constitution shall, as a condition of employment, pay to the Union a service fee equivalent to the amount uniformly required of its members. All employees hired into a collective bargaining unit position shall, 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, as a condition of employment, pay to the Union a service fee equivalent to the amount uniformly required of its members.

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 1st of each year and a copy furnished to the Union no later than February 1st. Any claims for correction of such list must be submitted to the Personnel Director in writing by the Union within thirty (30) days of its receipt of the seniority list. The Personnel 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 Personnel 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 Personnel 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 Personnel 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 Personnel 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 evaluations. The evaluating supervisor with or without the 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 employee's 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 Personnel 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 months. This provision shall apply to any bargaining unit vacancy occurring after the signing of this agreement. Any acting position beyond six 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 department with the least senior employee being laid off first. Layoffs of clerical personnel shall be within 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 work week 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 Personnel 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 Personnel 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 Personnel Director within the five (5) day period cited in (A) above. Upon receipt of such notice, the Personnel 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 Personnel Director.

5.4 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 work week 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 Personnel Director. A transfer may be effected upon acceptance by the Department Head or designee in which the vacancy exists and approval of the Personnel 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 a 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 Personnel Director. If more than one department is involved, agreement must be obtained from both Department Heads or designee in addition to the Personnel 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 Personnel 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 work week 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 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:

8:15A.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) months, 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. Employees shall only work such hours on a voluntary basis. If such hours are worked, the employee(s) will have the option to report to work on Thursdays at 11:15 A.M. (assuming a 4:00 P.M. work-ending shift) or leave work at 1:00 P.M. on Friday. If neither option is made available to the employee, he/she 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.

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	7 am. - 4 p.m. (1 hour lunch)
	Cashier Clerk # 1	7:30 a.m. - 4 p.m. (1/2 hour lunch)
	Cashier Clerk # 2	9 a.m.–5:30p.m.(1/2 hr lunch)
Government Ctr:	Watchperson # 1	7 a.m. - 3:30 p.m. (1/2 hour lunch)
	Watchperson # 2	10:30 a.m. - 7 p.m. (1/2 hour lunch)
	Cashier # 1	8 am. - 4:30 p.m. (1/2 hour lunch)
	Cashier # 2	9 a.m. - 5:30 p.m. (1/2 hour lunch)
	Cashier # 3	10 a.m. - 6:30 p.m. (1/2 hour lunch)
Government Ctr:	Laborer	6:00 am. - 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	6 a.m. – 2:30 p.m. (1/2 hour lunch)
	Custodian 1	4 p.m. – Midnight, Monday – Thursday, 3 p.m. – 11 p.m., Friday
	Custodian -Foreperson	3 p.m. – 11 p.m., Monday – Friday 2 p.m. – 10 p.m. on as needed basis
	Watchperson	4 p.m. – Midnight, Monday – Thursday, 3p.m. – 11 p.m., Friday
	Carpenter Foreperson, CHC	7:30 a.m. - 4 p.m. (1/2 hour lunch)
	Laborer	7:30 a.m. - 4 p.m. (1/2 hour lunch)
	Clerical	8:15 a.m. – 4:00 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 AM break, 18 minute paid lunch, 20 minute PM break.

D. Golf Course - Five (5) days, forty (40) hours per week, eight (8) hours per day, Employees shall work from 7:00 a.m. to 3:00 p.m. The Golf Course will keeps its break schedule

E. Water Department:

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

Filtration Plant Operators work 3 shifts;

8 a.m. - 4 p.m.
4 p.m. - 12:00 midnight
12:00 midnight - 8 a.m.

For Clerical and administrative employees in the Filter Plant work hours are 8: 15 am. - 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:

Office staff work 8: 15 am. - 4 p.m., Monday - Friday.

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:

7 a.m. - 3:30 p.m.

12 Noon - 8:30 p.m.
(40 hours per week).

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.

6.2

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:

1) 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 15th each year. Employees that sign up for the "Snow Priority List" will have first priority for call-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 Foremen 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 Foremen job classifications.

3) Foremen "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 Foremen). Overtime hours associated with "chaser" responsibilities shall be tracked on a Snow Overtime Equity List.

4) Local 1186 Supervisors from Public Works Utility Division shall serve as back-up supervisors for both the Public Works Winter 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.

6) 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 eligible 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) Employees that sign up for the "Snow Priority List" and get four (4) or more refusals in two (2) consecutive winter seasons shall not be eligible for the "Snow Priority List" the following Snow Equity Year.

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.

B. Work assignments for supervisors and fleet employees for each shift of a Winter Storm Operations shall be staffed 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
3) Public Works "Back-up" employees
4) Public Works employees that have struck-out based on refusals

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 Snow 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 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 work day, employees that worked the final shift of the storm operation shall be allowed 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.

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 & 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 time frame. 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 night-time hours. The start of the 18-hours of duty shall be measured from the beginning of that employees' work hours or the end of that employees' 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 Operation 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 employees' applicable equity list.

D. An on-shift employee that is offered, but does not accept, work for the next shift of a Winter Storm Operations shall have these hours charged as not available, but shall not be charged 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 4 refusals shall be awarded one (1) personal day on May 1st of the applicable calendar year. This personal day is required to be used within 6 months of the day it was earned.

I. Employees with 4 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 four (4) 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.

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 of 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 15th and May 1st.

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.

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.

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 anyone (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 Director or his/her 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 which 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 1st and. April 1st.

(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 (1-1/2) 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.

(2) Whenever overtime of two (2) hours or less prior to the start of a regular work day is scheduled at least seventy-two (72) hours in advance, the employee shall be guaranteed a minimum of two (2) hours at the double time 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 2nd or 3rd 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 1/4) 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. Personal days must be used one (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 lesser 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
¼ to 4	5

(D) Employees hired after July 1 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.

(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 His/her 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 Personnel 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 Personnel 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 in 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 Personnel 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 Worker's 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 Worker's 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 Worker's 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 Worker's 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 two (2) weeks 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 Personnel 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 Personnel 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 Personnel Director providing 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 Officers 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 Personnel 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 Worker's 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 8A and B below) and may be taken by the employee as it is earned.

(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:

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

-----Ten (10) working days-----

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 vacation request by a more senior employee.

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 sum.

(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 Personnel Director. Upon written request from an employee to carry over vacation time, the Personnel Director may authorize the carry over of up to fifteen vacation days to be used within six months of the employee's anniversary date. The Personnel 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 Personnel Director, upon written request of the employee shall remove all materials concerning a written warning from the employee's official personnel file providing 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 not 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	Labor 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 I, 1999 and each September 1 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, 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.

11.1 (A) An employee temporarily required and assigned to work in a higher classification shall receive an adjusted rate while working in the higher classification. 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 outside the bargaining unit, after having served one year (12 months) 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, step advances shall be made annually thereafter.

(C) An employee who has been required and assigned to work in a higher classification within the bargaining unit, after having served one year (12 months) 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, step advances shall be made annually thereafter.

11.2 Any employee 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 one exists.

11.3 For each employee covered by this Agreement with a minimum of five (5) years of continuous service as of April 1, each year following amounts shall be added to such employee's annual salary for the years of service completed by April 1, 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).

11.4 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.
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 upgradings 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 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.

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 Effective 10/1/16 and thereafter, all Local #1186 members (hereinafter "members") shall be offered a $1,500/$3,000 High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Effective 7/1/17 each remaining July 1st for the remaining years of the contract, 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 10/1/16 HSA accounts shall be funded ½ half of the sixty percent (60%) of the City's contribution on or about October 1, 2016 and the remaining City ½ on or about April 1, 2017. Effective 7/1/17 HSA accounts shall be funded ½ half of the fifty-five percent (55%) of the City's contribution on or about July 1, 2017 and the remaining ½ on or about January 1, 2018. Effective 7/1/18 HSA accounts shall be funded ½ half of the fifty percent (50%) of the City's contribution on or about July 1, 2018 and the remaining ½ on or about January 1, 2019. Effective 7/1/19 HSA accounts shall be funded ½ half of the fifty percent (50%) of the City's contribution on or about July 1, 2019 and the remaining ½ on or about January 1, 2020. 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:

10/1/16 7% fully insured premium cost share and City to pay 60% of the deductible
7/1/17 8% fully insured premium cost share and City to pay 55% of the deductible
7/1/18 9% fully insured premium cost share and City to pay 50% of the deductible
7/1/19 10% 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 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 copays 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 3rd refill
- Gastric Bypass eliminated as of July 1, 2015
- Fertility reduced from unlimited to CT mandate as of July 1, 2015
- $45.00 copay for all allergy office visits

For any member continuing to be enrolled in the Connecticare HMO, the City will pay the same dollar amount toward the premium cost for each plan as the City pays for 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 Connecticare

In addition, the following design plan changes shall be made to Connecticare:

- Office co-pays increase from $15 to $30/$45 (Primary Care Physician/Specialist)
- Inpatient Hospital Stay Co-pay increases from $25 to $500
- Outpatient Hospital Co-pay increases from $100 to $250
- Emergency Room Visit co-pay increases from $100 to $100
- Urgent Care visit increases from $50 to $75
- Prescription Drug co-pays increase to$10/$20/$30 to $10/$25/$40
- Mail-order 90 day supply Pharmacy increases from $20/$40/$70 to $20/$50/$80

- Mandatory mail order after 3rd refill
- Gastric Bypass eliminated as of July 1, 2015
- Fertility reduced from unlimited to CT mandate as of July 1, 2015

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)

(B) 1. Retired employees of the City who are under sixty-five (65) years of age may elect to participate in the insurance plans at their expense at the group monthly rates. Upon the death of a retiree the spouse may continue to participate in his/her medical coverage at their expense at the group rate. 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 retirement benefits under the City's pension plan or Social Security if not a member of the plan. 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 is 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 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. For example, if the employee retires on 10/1/2016, the City's contribution shall be 60% and shall reduce each July 1st in accordance with the collective bargaining agreement, if the employee retires on 7/1/2017, the City's contribution shall be 55% and shall reduce each July 1st in accordance with the collective bargaining agreement. 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 a one-time option to enroll into Anthem PPO and/or Connecticare HMO. The City shall pay 100% of the cost share premium of the Anthem PPO and/or Connecticare HMO plan, whichever they are enrolled for the employee and spouse only. If the employee does not take the option to enroll in Anthem PPO, and/or Connecticare HMO at the time of retirement, they shall remain enrolled in the HDHP/HSA for the 7 year post-retirement period.

The City will only pay the full cost of coverage for the retiree and spouse in the case of retirement 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 early retirement benefits or meets the requirements for service connected disability retirement benefits.

If during the seven 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 retiree who wishes to enroll additional dependents, or who wishes to remain enrolled beyond seven (7) years after the date of retirement, and any spouse of a deceased retiree who beyond the seven (7) year period wishes to remain enrolled after the death of the retiree, shall pay the full cost of group health insurance premiums.

d. 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. Such employees shall be eligible to purchase retiree health insurance through the City at group rates from the time of their retirement, at their own expense. 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.

e. 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 another employer (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 Personnel Director by the preceding May 31. However, any employee who becomes ineligible under some alternate health insurance coverage during the one (I) year period will be re-enrolled 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 re-enrollment of an employee before the one (I) 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 Personnel Director and the Union President.

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, 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 excludable 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.

12.6 DISABILITY - Any employee of Local 1186 who has been retired by reason of physical or mental disability, pursuant to the provisions of Section 7-432, Connecticut General Statutes, may be required by the State of Connecticut to submit to a re-examination. 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 re-instatement. In the event said retired member shall fail to comply with the order for re-examination, 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.

12.8 In the event that the City secures the agreement of the other five unions representing city employees (AFSCME Local 1303-332, AFSCME Local 818, AFSCME Local 1165, IAFF Local 992 and CILU Local 25) to bargain over health insurance as a coalition, Local 1186 agrees to join such coalition. Bargaining shall not commence until the six union locals agree among each other on a process for negotiation and ratification that ensures fair representation of all members. The Union agrees that if a coalition of the City's bargaining units is formed and the Coalition agrees to make changes to health insurance there will be a reopener to implement those changes.

12.9 In the event of a predictable cost, fee or tax due to the Affordable Care Act (i.e. Excise Tax), the parties shall agree to reopen and negotiate coverage afforded by the plan to minimize the obligation and/or bargain the allocation of same amongst the City and union.

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 $160.00. 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 hours or more per week shall be assigned to at least fifteen (15) minutes of alternative work after anyone 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 have 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 INFORMAL RESOLUTIONS: 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 Personnel Director. The Personnel Director shall meet with the employee and/or the Union Representatives within five (5) working days of the receipt of the grievance in an attempt to settle it. The Personnel 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 Personnel 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 Personnel 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 recommendation to the appointing authority with copies to the employee and the Union Presidents. Such pre-disciplinary 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 Personnel 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 Personnel 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.

15.2 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 proscribed by the 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 Citizen 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 Citizen Center.

(H) The regular work week and work day shall be those in effect at the time of this Agreement. The existing practices for employees at the Senior Citizen Center for the recording of hours worked shall continue in effect 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, 2016, and shall continue in full force and effect until midnight of the thirtieth day of June, 2020, 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 of the existing Agreement.

SIGNED THIS 13th DAY OF JANUARY, 2017

FOR THE CITY OF NEW BRITAIN:

Erin E. Stewart, Mayor

Mary C. Pokorski, Interim Personnel Director

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

Darren Brown, President

Paul Vaverchak, Vice President

Travis Cromack, Staff Representative

Dan Cummings, Negotiating Committee

Paul Markiewicz, Negotiating Committee

Phil Pepin, Negotiating Committee

Eric Simms, Negotiating Committee

Todd Ruscyzk, Negotiating Committee

Claudia Havelevitch, Negotiating Committee

DEPARTMENT LISTING FOR PURPOSES OF ARTICLE V (LAY OFF)

Recreation and Community Services Department, which shall include:

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

Health & Building Services Department, which shall include:

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

Finance Department, which shall include:

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

Legal Services Department which consists of:

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

Department of Municipal Development, which shall include:

a. HUD Funds Administration
b. City Plan & Zoning

Police Department

Fire Department

Public Works Department which consists of:

- Administrative Services
- Field Services & Parks Division, which shall include:
    a. Stanley Golf Course maintenance
    b. Cemetery maintenance
- Fleet and Facilities Division
- Water & Sewer 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 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 Golf Course Superintendent
Health Laboratory Supervisor
Parks Superintendent
Parking Supervisor
Administrative and Clerical Staff of the Mayor's
Office Personnel Administrator

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

*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, 2016: No general wage increase

Effective July 1, 2017: 1.5% general wage increase

Effective January 1, 2018: 1.5% general wage increase

Effective July 1, 2018: 1.5% general wage increase

Effective January 1, 2019: 1.5% general wage increase

Effective July 1, 2019: 1.5% general wage increase

Effective January 1, 2020: 1.5% general wage increase

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
3	(40 Hours)	Weekly	1,305.323	1,371.742	1,442.527	1,518.702		Weekly	1,324.903	1,392.318	1,464.165	1,541.482
	Chief of Water Treatment	Hourly	32.633	34.294	36.063	37.967		Hourly	33.123	34.808	36.604	38.537
	Master Electrician	Time & 1/2	48.949	51.440	54.094	56.952		Time & 1/2	49.684	52.212	54.906	57.806
		Double Time	65.267	68.587	72.126	75.935		Double Time	66.246	69.615	73.208	77.074
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,344.777	1,413.203	1,486.128	1,564.605		Weekly	1,364.949	1,434.401	1,508.419	1,588.074
		Hourly	33.620	35.330	37.153	39.115		Hourly	34.124	35.860	37.710	39.701
		Time & 1/2	50.429	52.995	55.729	58.673		Time & 1/2	51.185	53.790	56.565	59.553
		Double Time	67.239	70.660	74.306	78.230		Double Time	68.248	71.720	75.420	79.404
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,385.423	1,455.917	1,531.046	1,611.895		Weekly	1,406.204	1,477.756	1,554.011	1,636.073
		Hourly	34.636	36.398	38.276	40.297		Hourly	35.155	36.944	38.850	40.901
		Time & 1/2	51.953	54.597	57.414	60.446		Time & 1/2	52.732	55.416	58.275	61.353
		Double Time	69.272	72.795	76.552	80.595		Double Time	70.311	73.887	77.700	81.804
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
5A	(40 Hours)	Weekly	1,240.429	1,294.111	1,351.576	1,413.027		Weekly	1,259.036	1,313.522	1,371.850	1,434.223
	All Public Works Gen. Forepersons	Hourly	31.010	32.353	33.789	35.326		Hourly	31.475	32.838	34.296	35.856
	Instrumentation Facility &	Time & 1/2	46.516	48.529	50.684	52.988		Time & 1/2	47.214	49.257	51.444	53.783
	Equipment Technician	Double Time	62.022	64.705	67.579	70.651		Double Time	62.952	65.676	68.592	71.711
	Parks General Foreperson											
	Water General Foreperson			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,277.921	1,333.225	1,392.427	1,455.736		Weekly	1,297.090	1,353.224	1,413.314	1,477.572
		Hourly	31.948	33.331	34.811	36.394		Hourly	32.427	33.831	35.333	36.940
		Time & 1/2	47.922	49.996	52.216	54.590		Time & 1/2	48.641	50.746	52.999	55.408
		Double Time	63.896	66.661	69.621	72.787		Double Time	64.855	67.661	70.666	73.878
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,316.547	1,373.522	1,434.514	1,499.736		Weekly	1,336.295	1,394.125	1,456.031	1,522.232
		Hourly	32.913	34.338	35.863	37.494		Hourly	33.407	34.854	36.401	38.056
		Time & 1/2	49.371	51.507	53.794	56.240		Time & 1/2	50.111	52.280	54.601	57.083
		Double Time	65.827	68.676	71.726	74.987		Double Time	66.815	69.706	72.801	76.111

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
5B	(40 hours)	Weekly	1,189.143	1,248.886	1,311.597	1,380.600		Weekly	1,206.980	1,267.620	1,331.271	1,401.309
		Hourly	29.728	31.221	32.790	34.515		Hourly	30.174	31.690	33.281	35.033
	Arborist	Time & 1/2	44.593	46.832	49.185	51.772		Time & 1/2	45.262	47.535	49.923	52.549
	Asst. Chief of Water Treatment	Double Time	59.457	62.443	65.580	69.030		Double Time	60.349	63.379	66.564	70.066
	Mechanic Foreperson											
	Horticulturist (less rent)			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,225.084	1,286.634	1,351.240	1,422.329		Weekly	1,243.461	1,305.934	1,371.509	1,443.664
		Hourly	30.627	32.165	33.781	35.558		Hourly	31.086	32.648	34.287	36.092
		Time & 1/2	45.941	48.248	50.671	53.337		Time & 1/2	46.630	48.971	51.432	54.137
		Double Time	61.254	64.330	67.562	71.117		Double Time	62.173	65.295	68.576	72.183
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,262.113	1,325.523	1,392.081	1,465.318		Weekly	1,281.044	1,345.405	1,412.963	1,487.298
		Hourly	31.553	33.137	34.802	36.633		Hourly	32.026	33.634	35.324	37.183
		Time & 1/2	47.329	49.706	52.203	54.949		Time & 1/2	48.039	50.451	52.986	55.773
		Double Time	63.105	66.275	69.604	73.266		Double Time	64.052	67.269	70.648	74.365
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,151.86	1,205.61	1,263.35	1,324.84		Weekly	1,169.136	1,223.692	1,282.295	1,344.709
		Hourly	28.80	30.14	31.58	33.12		Hourly	29.229	30.593	32.058	33.617
		Time & 1/2	43.19	45.21	47.38	49.68		Time & 1/2	43.842	45.888	48.086	50.426
		Double Time	57.59	60.28	63.17	66.24		Double Time	58.457	61.185	64.115	67.236
6	(40 hours)											
	Lead Filtration Plant Operator	Base + 6%	1,220.97	1,277.95	1,339.15	1,404.33		Base + 6%	1,239.285	1,297.115	1,359.239	1,425.397
		Hourly	30.52	31.95	33.48	35.11		Hourly	30.982	32.427	33.981	35.634
		Time & 1/2	45.79	47.92	50.22	52.66		Time & 1/2	46.473	48.642	50.971	53.452
		Double Time	61.05	63.90	66.96	70.22		Double Time	61.964	64.856	67.962	71.270
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,186.673	1,242.047	1,301.530	1,364.880		Weekly	1,204.474	1,260.678	1,321.053	1,385.353
		Hourly	29.667	31.051	32.538	34.122		Hourly	30.112	31.517	33.026	34.633
		Time & 1/2	44.500	46.577	48.807	51.183		Time & 1/2	45.167	47.275	49.539	51.951
		Double Time	59.334	62.103	65.077	68.244		Double Time	60.224	63.034	66.053	69.268
		Base + 6%	1,257.87	1,316.57	1,379.63	1,446.78		Base + 6%	1,276.74	1,336.32	1,400.32	1,468.48
		Hourly	31.45	32.91	34.49	36.17		Hourly	31.92	33.41	35.01	36.71
		Time & 1/2	47.17	49.37	51.74	54.25		Time & 1/2	47.88	50.11	52.51	55.07
		Double Time	62.89	65.83	68.98	72.34		Double Time	63.84	66.82	70.02	73.42
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,222.541	1,279.588	1,340.868	1,406.134		Weekly	1,240.88	1,298.78	1,360.98	1,427.23
		Hourly	30.564	31.990	33.522	35.153		Hourly	31.02	32.47	34.02	35.68
		Time & 1/2	45.845	47.984	50.282	52.730		Time & 1/2	46.53	48.70	51.04	53.52
		Double Time	64.794	67.818	71.066	74.525		Double Time	65.77	68.84	72.13	75.64
		Base + 6%	1,295.89	1,356.37	1,421.33	1,490.51		Base + 6%	1,315.33	1,376.71	1,442.65	1,512.86
		Hourly	32.40	33.91	35.53	37.26		Hourly	32.88	34.42	36.07	37.82
		Time & 1/2	48.60	50.86	53.30	55.89		Time & 1/2	49.33	51.63	54.10	56.73
		Double Time	64.79	67.82	71.07	74.53		Double Time	65.77	68.84	72.13	75.64

8A	(40 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Carpenter Foreperson	Weekly	1,114.656	1,168.338	1,225.801	1,287.252		Weekly	1,131.376	1,185.863	1,244.188	1,306.561
	Cemetary General Foreperson	Hourly	27.867	29.209	30.645	32.182		Hourly	28.285	29.647	31.105	32.664
	Parks Foreperson	Time & 1/2	41.800	43.812	45.967	48.272		Time & 1/2	42.427	44.470	46.657	48.996
	Maintenance Foreperson (Water)	Double Time	55.733	58.417	61.290	64.362		Double Time	56.569	59.294	62.209	65.328
	Maintenance Technician (CHC)											
	Mason			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
	Public Works Foreperson		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Water Foreperson	Weekly	1,148.346	1,203.651	1,262.851	1,326.160		Weekly	1,165.571	1,221.706	1,281.794	1,346.052
	Water Foreperson (Meter)	Hourly	28.709	30.091	31.571	33.154		Hourly	29.140	30.543	32.045	33.652
	Public Works Vehicle and	Time & 1/2	43.063	45.137	47.357	49.731		Time & 1/2	43.709	45.814	48.067	50.477
	Equipment (See Appendix K)	Double Time	57.417	60.183	63.142	66.308		Double Time	58.278	61.086	64.089	67.302
	Public Works Building Maintainer											
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,183.055	1,240.031	1,301.021	1,366.243		Weekly	1,200.801	1,258.632	1,320.536	1,386.736
		Hourly	29.577	31.001	32.525	34.156		Hourly	30.020	31.466	33.013	34.669
		Time & 1/2	44.365	46.501	48.788	51.235		Time & 1/2	45.030	47.198	49.520	52.003
		Double Time	59.153	62.002	65.051	68.312		Double Time	60.040	62.932	66.026	69.336
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
9A	(40 hours)	Weekly	1,040.481	1,090.338	1,143.204	1,200.083		Weekly	1,056.088	1,106.693	1,160.352	1,218.084
		Hourly	26.012	27.259	28.580	30.002		Hourly	26.403	27.668	29.009	30.452
		Time & 1/2	39.018	40.887	42.871	45.003		Time & 1/2	39.603	41.501	43.514	45.678
		Double Time	52.024	54.517	57.160	60.004		Double Time	52.804	55.334	58.017	60.904
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,071.929	1,123.294	1,177.757	1,236.356		Weekly	1,088.008	1,140.143	1,195.423	1,254.901
		Hourly	26.799	28.083	29.444	30.909		Hourly	27.201	28.504	29.886	31.373
		Time & 1/2	40.197	42.123	44.166	46.363		Time & 1/2	40.800	42.755	44.829	47.059
		Double Time	53.596	56.164	58.887	61.817		Double Time	54.400	57.007	59.771	62.745
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,104.328	1,157.245	1,213.355	1,273.725		Weekly	1,120.893	1,174.604	1,231.555	1,292.830
		Hourly	27.609	28.932	30.334	31.843		Hourly	28.023	29.366	30.789	32.321
		Time & 1/2	41.412	43.396	45.501	47.765		Time & 1/2	42.033	44.047	46.184	48.481
		Double Time	55.216	57.862	60.667	63.686		Double Time	56.044	58.730	61.577	64.641

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
10	(36.25 hours)	Weekly	1,030.11	1,078.99	1,131.38	1,187.40		Weekly	1,045.564	1,095.176	1,148.350	1,205.213
		Hourly	28.42	29.76	31.21	32.76		Hourly	28.843	30.211	31.678	33.247
	Rehabilitation Technician	Time & 1/2	42.62	44.65	46.82	49.13		Time & 1/2	43.264	45.318	47.518	49.871
		Double Time	56.83	59.53	62.42	65.51		Double Time	57.686	60.424	63.357	66.495
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,061.247	1,111.603	1,165.575	1,223.291		Weekly	1,077.166	1,128.277	1,183.058	1,241.640
		Hourly	29.276	30.665	32.154	33.746		Hourly	29.715	31.124	32.636	34.252
		Time & 1/2	43.913	45.997	48.231	50.619		Time & 1/2	44.572	46.687	48.954	51.378
		Double Time	58.552	61.330	64.307	67.492		Double Time	59.430	62.250	65.272	68.505
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,093.324	1,145.201	1,200.804	1,260.265		Weekly	1,109.724	1,162.379	1,218.816	1,279.169
		Hourly	30.161	31.591	33.125	34.766		Hourly	30.613	32.065	33.622	35.288
		Time & 1/2	45.241	47.388	49.689	52.149		Time & 1/2	45.919	48.098	50.434	52.931
		Double Time	60.321	63.184	66.251	69.532		Double Time	61.226	64.132	67.245	70.575
10A	(40 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Caretaker 3 (less maintenance)	Weekly	1,047.00	1,096.00	1,148.48	1,204.40		Weekly	1,062.705	1,112.440	1,165.711	1,222.463
	Carpenter (PW)	Hourly	26.17	27.40	28.71	30.11		Hourly	26.567	27.811	29.143	30.562
	Cemetary Foreperson	Time & 1/2	39.26	41.10	43.07	45.16		Time & 1/2	39.851	41.717	43.715	45.842
	Cross Connection Control/Fire	Double Time	52.35	54.80	57.42	60.22		Double Time	53.135	55.622	58.286	61.123
	Filtration Plant Operator											
	Golf Course Technician			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
	Equipment Operator (12/18/13)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Tree Trimmer	Weekly	1,078.645	1,129.127	1,183.197	1,240.800		Weekly	1,094.825	1,146.064	1,200.945	1,259.412
	Protection Service Technician	Hourly	26.966	28.228	29.580	31.020		Hourly	27.370	28.652	30.024	31.485
	Supv. Signalization & Control Div.	Time & 1/2	40.449	42.343	44.370	46.530		Time & 1/2	41.056	42.978	45.036	47.227
	Traffic Operations Foreperson	Double Time	53.932	56.456	59.160	62.040		Double Time	54.741	57.303	60.048	62.971
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,111.248	1,163.254	1,218.959	1,278.303		Weekly	1,127.916	1,180.703	1,237.243	1,297.478
		Hourly	27.781	29.081	30.474	31.958		Hourly	28.198	29.518	30.931	32.437
		Time & 1/2	41.671	43.622	45.711	47.936		Time & 1/2	42.297	44.277	46.397	48.655
		Double Time	55.562	58.163	60.948	63.915		Double Time	56.395	59.035	61.863	64.874

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
11	(36.25 hours)	Weekly	1,011.551	1,052.089	1,093.809	1,137.828		Weekly	1,026.724	1,067.870	1,110.216	1,154.896
		Hourly	27.904	29.023	30.174	31.389		Hourly	28.323	29.458	30.627	31.860
		Time & 1/2	41.858	43.534	45.261	47.083		Time & 1/2	42.485	44.187	45.940	47.789
		Double Time	55.810	58.046	60.348	62.777		Double Time	56.647	58.917	61.253	63.718
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,042.125	1,083.889	1,126.869	1,172.219		Weekly	1,057.757	1,100.147	1,143.772	1,189.802
		Hourly	28.748	29.900	31.086	32.338		Hourly	29.179	30.349	31.552	32.823
		Time & 1/2	43.123	44.850	46.629	48.506		Time & 1/2	43.770	45.523	47.328	49.233
		Double Time	57.497	59.800	62.172	64.674		Double Time	58.359	60.697	63.104	65.644
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,073.623	1,116.649	1,160.929	1,207.649		Weekly	1,089.728	1,133.399	1,178.343	1,225.764
		Hourly	29.617	30.804	32.025	33.315		Hourly	30.061	31.266	32.506	33.815
		Time & 1/2	44.426	46.206	48.038	49.972		Time & 1/2	45.093	46.899	48.759	50.722
		Double Time	59.234	61.608	64.051	66.629		Double Time	60.123	62.532	65.012	67.628
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
11A	(40 hours)	Weekly	1,010.722	1,054.306	1,100.273	1,149.791		Weekly	1,025.883	1,070.120	1,116.777	1,167.038
		Hourly	25.268	26.358	27.507	28.745		Hourly	25.647	26.753	27.919	29.176
	Assistant Arborist	Time & 1/2	37.902	39.536	41.260	43.117		Time & 1/2	38.471	40.129	41.879	43.764
	Custodial Foreperson	Double Time	50.536	52.715	55.014	57.490		Double Time	51.294	53.506	55.839	58.352
	Maintenance Electrician											
	Traffic Signal Maint. Mechanic			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,041.271	1,086.172	1,133.529	1,184.543		Weekly	1,056.890	1,102.465	1,150.532	1,202.312
		Hourly	26.032	27.154	28.338	29.614		Hourly	26.423	27.561	28.763	30.058
		Time & 1/2	39.048	40.731	42.507	44.420		Time & 1/2	39.633	41.342	43.144	45.087
		Double Time	52.063	54.308	56.677	59.227		Double Time	52.844	55.123	57.527	60.116
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,072.743	1,119.002	1,167.790	1,220.346		Weekly	1,088.834	1,135.787	1,185.307	1,238.651
		Hourly	26.819	27.975	29.194	30.509		Hourly	27.221	28.395	29.632	30.966
		Time & 1/2	40.228	41.962	43.792	45.763		Time & 1/2	40.831	42.592	44.448	46.449
		Double Time	53.637	55.950	58.390	61.017		Double Time	54.441	56.789	59.266	61.933

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
12A	(40 hours)	Weekly	981.737	1,026.044	1,073.588	1,124.344		Weekly	996.463	1,041.435	1,089.692	1,141.209
		Hourly	24.544	25.651	26.840	28.108		Hourly	24.912	26.036	27.242	28.530
	Incinerator Foreperson	Time & 1/2	36.815	38.477	40.260	42.163		Time & 1/2	37.367	39.054	40.864	42.796
		Double Time	49.086	51.302	53.679	56.217		Double Time	49.823	52.072	54.484	57.060
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,011.410	1,057.056	1,106.037	1,158.327		Weekly	1,026.582	1,072.912	1,122.628	1,175.702
		Hourly	25.286	26.426	27.651	28.958		Hourly	25.665	26.823	28.066	29.392
		Time & 1/2	37.928	39.640	41.477	43.437		Time & 1/2	38.497	40.234	42.099	44.089
		Double Time	50.570	52.853	55.302	57.916		Double Time	51.329	53.646	56.131	58.785
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,041.980	1,089.006	1,139.467	1,193.338		Weekly	1,057.610	1,105.341	1,156.559	1,211.238
		Hourly	26.050	27.225	28.487	29.833		Hourly	26.441	27.633	28.914	30.281
		Time & 1/2	39.074	40.838	42.730	44.750		Time & 1/2	39.660	41.450	43.371	45.422
		Double Time	52.099	54.450	56.973	59.666		Double Time	52.880	55.267	57.828	60.561
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
13	(40 hours)	Weekly	966.185	1,009.470	1,055.762	1,105.266		Weekly	980.677	1,024.612	1,071.599	1,121.845
		Hourly	24.155	25.237	26.394	27.631		Hourly	24.517	25.616	26.790	28.046
	Dispatcher	Time & 1/2	36.231	37.855	39.591	41.448		Time & 1/2	36.775	38.423	40.185	42.069
		Double Time	48.309	50.474	52.788	55.264		Double Time	49.034	51.231	53.580	56.093
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	995.388	1,039.982	1,087.673	1,138.673		Weekly	1,010.318	1,055.581	1,103.988	1,155.753
		Hourly	24.885	26.000	27.192	28.467		Hourly	25.258	26.390	27.600	28.893
		Time & 1/2	37.327	39.000	40.788	42.700		Time & 1/2	37.886	39.585	41.400	43.341
		Double Time	49.769	51.999	54.384	56.934		Double Time	50.516	52.779	55.199	57.788
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,025.473	1,071.415	1,120.548	1,173.089		Weekly	1,040.855	1,087.486	1,137.356	1,190.685
		Hourly	25.637	26.786	28.014	29.327		Hourly	26.022	27.187	28.434	29.767
		Time & 1/2	38.455	40.178	42.021	43.991		Time & 1/2	39.032	40.781	42.651	44.651
		Double Time	51.273	53.571	56.027	58.655		Double Time	52.042	54.375	56.868	59.535

				July 1, 2017 (1.5%)					January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
13A	(36.25 hours)	Weekly	949.052	992.312	1,038.672	1,088.203	Weekly	963.288	1,007.196	1,054.252	1,104.526
		Hourly	26.181	27.375	28.653	30.020	Hourly	26.574	27.785	29.083	30.470
	Transportation	Time & 1/2	39.271	41.061	42.979	45.029	Time & 1/2	39.860	41.677	43.624	45.705
	Coordinator	Double Time	52.362	54.748	57.306	60.038	Double Time	53.147	55.569	58.165	60.939
				July 1, 2018 (1.5%)					January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	977.738	1,022.304	1,070.066	1,121.094	Weekly	992.404	1,037.639	1,086.117	1,137.910
		Hourly	26.972	28.202	29.520	30.927	Hourly	27.377	28.625	29.962	31.391
		Time & 1/2	40.458	42.302	44.278	46.390	Time & 1/2	41.065	42.936	44.942	47.086
		Double Time	53.944	56.403	59.038	61.853	Double Time	54.754	57.249	59.924	62.781
				July 1, 2019 (1.5%)					January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,007.290	1,053.203	1,102.408	1,154.979	Weekly	1,022.399	1,069.002	1,118.945	1,172.303
		Hourly	27.787	29.054	30.412	31.862	Hourly	28.204	29.490	30.868	32.340
		Time & 1/2	41.681	43.580	45.617	47.793	Time & 1/2	42.306	44.234	46.301	48.510
		Double Time	55.575	58.108	60.822	63.722	Double Time	56.409	58.979	61.735	64.678
				July 1, 2017 (1.5%)					January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
15	(36.25 hours)	Weekly	928.261	970.062	1,014.846	1,062.647	Weekly	942.185	984.613	1,030.068	1,078.587
		Hourly	25.607	26.760	27.996	29.314	Hourly	25.992	27.162	28.416	29.754
	Rehabilitation Specialist	Time & 1/2	38.411	40.140	41.994	43.972	Time & 1/2	38.987	40.742	42.623	44.631
		Double Time	51.215	53.521	55.991	58.628	Double Time	51.983	54.324	56.831	59.508
				July 1, 2018 (1.5%)					January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	956.318	999.382	1,045.519	1,094.766	Weekly	970.663	1,014.373	1,061.202	1,111.187
		Hourly	26.381	27.569	28.842	30.200	Hourly	26.777	27.983	29.275	30.653
		Time & 1/2	39.572	41.353	43.263	45.301	Time & 1/2	40.165	41.974	43.912	45.980
		Double Time	52.763	55.139	57.684	60.400	Double Time	53.554	55.966	58.549	61.306
				July 1, 2019 (1.5%)					January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	985.223	1,029.588	1,077.120	1,127.855	Weekly	1,000.001	1,045.032	1,093.277	1,144.773
		Hourly	27.179	28.403	29.714	31.113	Hourly	27.586	28.829	30.159	31.580
		Time & 1/2	40.768	42.603	44.570	46.670	Time & 1/2	41.379	43.242	45.239	47.370
		Double Time	54.358	56.805	59.427	62.226	Double Time	55.173	57.657	60.319	63.159

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
15A	(40 hours)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	939.310	987.221	1,031.855	1,079.698		Weekly	953.400	1,002.030	1,047.333	1,095.894
	Painter	Hourly	23.483	24.681	25.796	26.993		Hourly	23.835	25.051	26.183	27.398
	Sign Painter	Time & 1/2	35.225	37.021	38.695	40.488		Time & 1/2	35.753	37.576	39.275	41.096
		Double Time	46.965	49.361	51.592	53.985		Double Time	47.670	50.102	52.366	54.795
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	967.701	1,017.060	1,063.043	1,112.332		Weekly	982.217	1,032.316	1,078.989	1,129.017
		Hourly	24.193	25.427	26.576	27.809		Hourly	24.556	25.808	26.975	28.226
		Time & 1/2	36.289	38.140	39.864	41.712		Time & 1/2	36.834	38.712	40.462	42.338
		Double Time	48.385	50.853	53.152	55.616		Double Time	49.110	51.616	53.949	56.451
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	996.950	1,047.801	1,095.173	1,145.952		Weekly	1,011.904	1,063.518	1,111.601	1,163.142
		Hourly	24.924	26.195	27.379	28.649		Hourly	25.298	26.588	27.790	29.079
		Time & 1/2	37.386	39.293	41.069	42.973		Time & 1/2	37.947	39.882	41.685	43.617
		Double Time	49.847	52.390	54.758	57.298		Double Time	50.595	53.176	55.580	58.157
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
15B	(36.25 hours)	Weekly	933.921	981.820	1,026.465	1,074.313		Weekly	947.930	996.547	1,041.862	1,090.427
		Hourly	25.764	27.084	28.316	29.636		Hourly	26.150	27.491	28.741	30.081
	Deputy Director	Time & 1/2	38.645	40.627	42.475	44.454		Time & 1/2	39.225	41.237	43.112	45.121
	(Civil Preparedness)	Double Time	51.526	54.170	56.633	59.272		Double Time	52.299	54.982	57.482	60.161
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	962.149	1,011.495	1,057.490	1,106.784		Weekly	976.581	1,026.668	1,073.353	1,123.385
		Hourly	26.542	27.903	29.172	30.532		Hourly	26.941	28.321	29.610	30.990
		Time & 1/2	39.813	41.855	43.759	45.798		Time & 1/2	40.410	42.483	44.415	46.485
		Double Time	53.084	55.807	58.345	61.063		Double Time	53.880	56.644	59.220	61.979
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	991.229	1,042.068	1,089.453	1,140.236		Weekly	1,006.098	1,057.699	1,105.795	1,157.340
		Hourly	27.345	28.746	30.054	31.455		Hourly	27.755	29.177	30.505	31.926
		Time & 1/2	41.017	43.120	45.081	47.182		Time & 1/2	41.632	43.767	45.757	47.890
		Double Time	54.688	57.494	60.108	62.909		Double Time	55.509	58.356	61.010	63.853

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
16A	(40 hours)	Weekly	935.023	976.172	1,001.958	1,067.207		Weekly	949.048	990.815	1,016.988	1,083.215
		Hourly	23.375	24.405	25.049	26.680		Hourly	23.726	24.771	25.425	27.080
	Caretaker 2	Time & 1/2	35.063	36.606	37.573	40.020		Time & 1/2	35.589	37.155	38.137	40.621
	Maintenance Mechanic	Double Time	46.751	48.808	50.098	53.361		Double Time	47.452	49.540	50.850	54.161
	Meter Mechanic											
	Meter Technician			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
	Scale Operator (PW)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Timekeeper	Weekly	963.284	1,005.677	1,032.242	1,099.463		Weekly	977.733	1,020.762	1,047.726	1,115.955
	Traffic Bureau Maintainer	Hourly	24.082	25.142	25.806	27.487		Hourly	24.443	25.519	26.193	27.899
		Time & 1/2	36.123	37.712	38.709	41.230		Time & 1/2	36.665	38.278	39.290	41.849
		Double Time	48.164	50.284	51.613	54.973		Double Time	48.886	51.038	52.387	55.798
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	992.399	1,036.074	1,063.442	1,132.694		Weekly	1,007.285	1,051.615	1,079.394	1,149.685
		Hourly	24.810	25.902	26.586	28.317		Hourly	25.182	26.291	26.985	28.742
		Time & 1/2	37.215	38.852	39.879	42.476		Time & 1/2	37.773	39.435	40.477	43.113
		Double Time	49.620	51.803	53.173	56.635		Double Time	50.364	52.580	53.970	57.484
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
19	(36.25 hours)	Weekly	887.723	926.696	968.525	1,013.116		Weekly	901.039	940.596	983.053	1,028.313
		Hourly	24.489	25.564	26.719	27.949		Hourly	24.856	25.947	27.120	28.368
	Engineering Aide 2	Time & 1/2	36.734	38.346	40.077	41.924		Time & 1/2	37.285	38.921	40.678	42.552
		Double Time	48.978	51.129	53.435	55.896		Double Time	49.712	51.896	54.236	56.734
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	914.554	954.705	997.799	1,043.738		Weekly	928.273	969.026	1,012.766	1,059.394
		Hourly	25.229	26.336	27.526	28.794		Hourly	25.608	26.732	27.939	29.226
		Time & 1/2	37.844	39.505	41.289	43.191		Time & 1/2	38.412	40.097	41.908	43.839
		Double Time	50.458	52.674	55.050	57.586		Double Time	51.215	53.464	55.875	58.449
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	942.197	983.561	1,027.957	1,075.285		Weekly	956.330	998.315	1,043.377	1,091.414
		Hourly	25.992	27.132	28.358	29.664		Hourly	26.382	27.539	28.784	30.109
		Time & 1/2	38.988	40.699	42.537	44.496		Time & 1/2	39.573	41.309	43.175	45.164
		Double Time	51.983	54.266	56.714	59.326		Double Time	52.763	55.080	57.564	60.216

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
19A	(40 hours)	Weekly	904.801	943.788	985.617	1,030.236	Weekly	918.373	957.944	1,000.401	1,045.690
		Hourly	22.620	23.596	24.640	25.756	Hourly	22.960	23.950	25.010	26.142
	Parking Meter Attend./Maint.	Time & 1/2	33.930	35.392	36.961	38.634	Time & 1/2	34.439	35.923	37.516	39.213
	Pump Station Operator	Double Time	45.240	47.188	49.280	51.512	Double Time	45.918	47.896	50.019	52.285
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	932.149	972.314	1,015.407	1,061.375	Weekly	946.131	986.898	1,030.638	1,077.296
		Hourly	23.304	24.309	25.385	26.534	Hourly	23.654	24.674	25.766	26.932
		Time & 1/2	34.956	36.462	38.078	39.802	Time & 1/2	35.480	37.009	38.650	40.399
		Double Time	46.607	48.615	50.770	53.069	Double Time	47.306	49.344	51.531	53.865
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	960.323	1,001.702	1,046.098	1,093.455	Weekly	974.728	1,016.727	1,061.789	1,109.857
		Hourly	24.008	25.044	26.152	27.336	Hourly	24.368	25.419	26.544	27.746
		Time & 1/2	36.013	37.564	39.229	41.005	Time & 1/2	36.553	38.127	39.818	41.620
		Double Time	48.016	50.084	52.304	54.673	Double Time	48.736	50.835	53.089	55.493
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
21	(40 hours)	Weekly	893.43	931.61	972.54	1,016.20	Weekly	906.83	945.58	987.13	1,031.45
		Hourly	22.34	23.29	24.31	25.41	Hourly	22.67	23.64	24.68	25.79
	Senior Center	Time & 1/2	33.50	34.94	36.47	38.11	Time & 1/2	34.01	35.46	37.02	38.68
	Building/Grounds	Double Time	44.67	46.58	48.63	50.81	Double Time	45.34	47.28	49.36	51.57
	Maintainer										
		Base + 6%	947.03	987.50	1,030.89	1,077.18	Base + 6%	961.24	1,002.32	1,046.36	1,093.33
	Public Works Maintainer	Hourly	23.68	24.69	25.77	26.93	Hourly	24.03	25.06	26.16	27.33
	(formerly General Laborers	Time & 1/2	35.51	37.03	38.66	40.39	Time & 1/2	36.05	37.59	39.24	41.00
	and Groundkeepers)	Double Time	47.35	49.38	51.54	53.86	Double Time	48.06	50.12	52.32	54.67
	Water Utility Worker			July 1, 2018 (1.5%)						January 1, 2019 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
	Golf Maintainer	Weekly	920.43	959.77	1,001.94	1,046.92	Weekly	934.24	974.16	1,016.96	1,062.62
	(formerly Groundskeeper	Hourly	23.01	23.99	25.05	26.17	Hourly	23.36	24.35	25.42	26.57
	at Stanley Golf Course)	Time & 1/2	34.52	35.99	37.57	39.26	Time & 1/2	35.03	36.53	38.14	39.85
		Double Time	46.02	47.99	50.10	52.35	Double Time	46.71	48.71	50.85	53.13
		Base + 6%	975.66	1,017.35	1,062.05	1,109.73	Base + 6%	990.29	1,032.61	1,077.98	1,126.38
		Hourly	24.39	25.43	26.55	27.74	Hourly	24.76	25.82	26.95	28.16
		Time & 1/2	36.59	38.15	39.83	41.61	Time & 1/2	37.14	38.72	40.42	42.24
		Double Time	48.78	50.87	53.10	55.49	Double Time	49.51	51.63	53.90	56.32
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	948.25	988.77	1,032.22	1,078.56	Weekly	962.47	1,003.61	1,047.70	1,094.74
		Hourly	23.71	24.72	25.81	26.96	Hourly	24.06	25.09	26.19	27.37
		Time & 1/2	35.56	37.08	38.71	40.45	Time & 1/2	36.09	37.64	39.29	41.05
		Double Time	47.41	49.44	51.61	53.93	Double Time	48.12	50.18	52.38	54.74
		Base + 6%	1,005.14	1,048.10	1,094.15	1,143.28	Base + 6%	1,020.22	1,063.82	1,110.56	1,160.43
		Hourly	25.13	26.20	27.35	28.58	Hourly	25.51	26.60	27.76	29.01
		Time & 1/2	37.69	39.30	41.03	42.87	Time & 1/2	38.26	39.89	41.65	43.52
		Double Time	50.26	52.41	54.71	57.16	Double Time	51.01	53.19	55.53	58.02

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
23	(36.25 hours)	Weekly	846.166	882.362	920.939	962.199		Weekly	858.858	895.597	934.753	976.632
		Hourly	23.343	24.341	25.405	26.543		Hourly	23.693	24.706	25.787	26.941
	Engineering Aide 1	Time & 1/2	35.014	36.513	38.108	39.815		Time & 1/2	35.540	37.060	38.680	40.413
		Double Time	46.685	48.681	50.810	53.087		Double Time	47.385	49.412	51.572	53.883
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	871.741	909.031	948.774	991.281		Weekly	884.817	922.667	963.006	1,006.150
		Hourly	24.049	25.076	26.173	27.346		Hourly	24.409	25.453	26.566	27.756
		Time & 1/2	36.073	37.616	39.260	41.019		Time & 1/2	36.614	38.180	39.849	41.634
		Double Time	48.096	50.153	52.346	54.691		Double Time	48.817	50.905	53.131	55.511
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	898.090	936.507	977.451	1,021.243		Weekly	911.561	950.554	992.113	1,036.561
		Hourly	24.775	25.834	26.964	28.172		Hourly	25.147	26.222	27.369	28.595
		Time & 1/2	37.163	38.753	40.447	42.259		Time & 1/2	37.721	39.334	41.053	42.892
		Double Time	49.550	51.669	53.928	56.344		Double Time	50.293	52.444	54.737	57.189
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	863.27	899.44	938.09	979.34		Weekly	876.221	912.932	952.157	994.033
23A	(40 hours)	Hourly	21.58	22.49	23.45	24.48		Hourly	21.906	22.823	23.804	24.851
		Time & 1/2	32.37	33.73	35.18	36.72		Time & 1/2	32.859	34.235	35.706	37.276
		Double Time	43.16	44.97	46.90	48.97		Double Time	43.812	45.647	47.608	49.702
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Caretaker 1	Weekly	889.364	926.626	966.439	1,008.944		Weekly	902.705	940.525	980.936	1,024.078
	Gardener	Hourly	22.234	23.165	24.161	25.224		Hourly	22.568	23.512	24.524	25.602
		Time & 1/2	33.352	34.749	36.241	37.835		Time & 1/2	33.852	35.270	36.785	38.402
		Double Time	44.470	46.332	48.322	50.448		Double Time	45.137	47.027	49.047	51.204
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	916.245	954.633	995.650	1,039.439		Weekly	929.989	968.953	1,010.584	1,055.031
		Hourly	22.906	23.865	24.892	25.986		Hourly	23.250	24.223	25.265	26.376
		Time & 1/2	34.360	35.799	37.337	38.978		Time & 1/2	34.875	36.336	37.897	39.563
		Double Time	45.814	47.732	49.782	51.972		Double Time	46.501	48.448	50.529	52.752

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
26	(40 hours)	Weekly	841.36	874.68	910.33	948.44		Weekly	853.98	887.80	923.98	962.67
		Hourly	21.03	21.87	22.76	23.71		Hourly	21.35	22.20	23.10	24.07
	Custodian	Time & 1/2	31.55	32.80	34.14	35.57		Time & 1/2	32.02	33.29	34.65	36.10
	Garage Attendant	Double Time	42.07	43.73	45.52	47.42		Double Time	42.70	44.39	46.20	48.13
		Base + 6%	891.84	927.15	964.95	1,005.35		Base + 6%	905.22	941.06	979.42	1,020.43
		Hourly	22.30	23.18	24.12	25.13		Hourly	22.63	23.53	24.49	25.51
		Time & 1/2	33.44	34.77	36.19	37.70		Time & 1/2	33.95	35.29	36.73	38.27
		Double Time	44.59	46.36	48.25	50.27		Double Time	45.26	47.05	48.97	51.02
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	866.79	901.11	937.84	977.11		Weekly	879.80	914.63	951.91	991.76
		Hourly	21.67	22.53	23.45	24.43		Hourly	21.99	22.87	23.80	24.80
		Time & 1/2	32.50	33.79	35.17	36.64		Time & 1/2	32.99	34.30	35.70	37.19
		Double Time	43.34	45.06	46.89	48.86		Double Time	43.99	45.73	47.60	49.59
		Base + 6%	918.80	955.18	994.11	1,035.73		Base + 6%	932.58	969.51	1,009.02	1,051.27
		Hourly	22.97	23.88	24.85	25.89		Hourly	23.31	24.24	25.23	26.28
		Time & 1/2	34.46	35.82	37.28	38.84		Time & 1/2	34.97	36.36	37.84	39.42
		Double Time	45.94	47.76	49.71	51.79		Double Time	46.63	48.48	50.45	52.56
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	892.99	928.35	966.19	1,006.64		Weekly	906.39	942.27	980.68	1,021.74
		Hourly	22.32	23.21	24.16	25.17		Hourly	22.66	23.56	24.52	25.55
		Time & 1/2	33.49	34.81	36.23	37.75		Time & 1/2	33.99	35.34	36.78	38.32
		Double Time	44.65	46.42	48.31	50.33		Double Time	45.32	47.11	49.04	51.09
		Base + 6%	946.57	984.05	1,024.16	1,067.04		Base + 6%	960.77	998.81	1,039.52	1,083.04
		Hourly	23.66	24.60	25.60	26.68		Hourly	24.02	24.97	25.99	27.08
		Time & 1/2	35.50	36.90	38.41	40.01		Time & 1/2	36.03	37.46	38.98	40.61
		Double Time	47.33	49.20	51.21	53.35		Double Time	48.04	49.94	51.98	54.15
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
34	(40 hours)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	669.106	691.518	715.658	741.388		Weekly	679.143	701.891	726.393	752.509
	Jailer	Hourly	16.728	17.287	17.891	18.536		Hourly	16.979	17.547	18.160	18.814
	Police Matron	Time & 1/2	25.092	25.932	26.838	27.802		Time & 1/2	25.468	26.321	27.240	28.219
		Double Time	33.455	34.576	35.784	37.069		Double Time	33.957	35.095	36.321	37.625
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	689.330	712.420	737.289	763.797		Weekly	699.670	723.106	748.348	775.254
		Hourly	17.234	17.810	18.432	19.096		Hourly	17.492	18.077	18.709	19.383
		Time & 1/2	25.850	26.716	27.649	28.642		Time & 1/2	26.238	27.117	28.064	29.072
		Double Time	34.467	35.621	36.865	38.189		Double Time	34.984	36.155	37.418	38.762
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	710.165	733.953	759.574	786.883		Weekly	720.817	744.962	770.967	798.686
		Hourly	17.755	18.348	18.989	19.673		Hourly	18.021	18.624	19.274	19.968
		Time & 1/2	26.632	27.524	28.484	29.508		Time & 1/2	27.031	27.936	28.912	29.951
		Double Time	35.508	36.698	37.980	39.343		Double Time	36.041	37.248	38.549	39.934

35	(40 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Parking Monitor	Weekly	857.270	892.650	927.485	970.486		Weekly	870.129	906.040	941.397	985.043
	Maintainer (Recreation)	Hourly	21.432	22.317	23.188	24.262		Hourly	21.753	22.652	23.535	24.625
	Security Guard	Time & 1/2	32.148	33.475	34.781	36.394		Time & 1/2	32.630	33.977	35.303	36.940
		Double Time	42.864	44.632	46.374	48.524		Double Time	43.507	45.301	47.070	49.252
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	883.181	919.630	955.518	999.819		Weekly	896.429	933.425	969.851	1,014.816
		Hourly	22.079	22.991	23.889	24.995		Hourly	22.411	23.336	24.247	25.370
		Time & 1/2	33.120	34.486	35.832	37.494		Time & 1/2	33.617	35.004	36.370	38.056
		Double Time	44.160	45.981	47.776	49.991		Double Time	44.822	46.670	48.493	50.741
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	909.875	947.426	984.398	1,030.039		Weekly	923.523	961.637	999.164	1,045.489
		Hourly	22.747	23.686	24.611	25.750		Hourly	23.088	24.042	24.980	26.137
		Time & 1/2	34.121	35.529	36.915	38.627		Time & 1/2	34.633	36.062	37.469	39.207
		Double Time	45.495	47.370	49.220	51.502		Double Time	46.177	48.081	49.958	52.274
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
35A	(40 hours)	Weekly	785.246	819.700	855.133	897.236		Weekly	797.024	831.995	867.960	910.694
		Hourly	19.631	20.492	21.378	22.430		Hourly	19.926	20.799	21.699	22.767
	Water Utility Worker (Trainee)	Time & 1/2	29.446	30.738	32.068	33.647		Time & 1/2	29.888	31.199	32.549	34.152
		Double Time	39.261	40.984	42.757	44.862		Double Time	39.850	41.598	43.398	45.535
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	808.980	844.475	880.980	924.355		Weekly	821.114	857.142	894.195	938.220
		Hourly	20.224	21.111	22.024	23.108		Hourly	20.528	21.428	22.354	23.455
		Time & 1/2	30.336	31.667	33.037	34.664		Time & 1/2	30.791	32.142	33.533	35.184
		Double Time	40.448	42.222	44.049	46.218		Double Time	41.055	42.856	44.710	46.911
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	833.431	869.999	907.607	952.293		Weekly	845.933	883.049	921.222	966.578
		Hourly	20.836	21.749	22.690	23.807		Hourly	21.148	22.076	23.030	24.164
		Time & 1/2	31.253	32.624	34.036	35.712		Time & 1/2	31.722	33.114	34.546	36.248
		Double Time	41.670	43.499	45.381	47.615		Double Time	42.295	44.151	46.061	48.329

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
37	(40 hours)	Weekly	816.77	849.86	881.98	917.67	Weekly	829.03	862.60	895.21	931.44
		Hourly	20.42	21.25	22.05	22.94	Hourly	20.73	21.56	22.38	23.29
	Cemetary Maintainer	Time & 1/2	30.63	31.87	33.07	34.41	Time & 1/2	31.09	32.35	33.57	34.93
		Double Time	40.84	42.49	44.10	45.88	Double Time	41.45	43.13	44.76	46.57
		Base + 6%	865.78	900.85	934.90	972.73	Base + 6%	878.77	914.36	948.92	987.33
		Hourly	21.64	22.52	23.37	24.32	Hourly	21.97	22.86	23.72	24.68
		Time & 1/2	32.47	33.78	35.06	36.48	Time & 1/2	32.95	34.29	35.59	37.03
		Double Time	43.29	45.04	46.75	47.62	Double Time	43.94	45.72	47.45	48.34
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	841.46	875.54	908.64	945.41	Weekly	854.08	888.68	922.27	959.59
		Hourly	21.04	21.89	22.72	23.63	Hourly	21.35	22.22	23.06	23.99
		Time & 1/2	31.55	32.83	34.07	35.45	Time & 1/2	32.03	33.32	34.59	35.98
		Double Time	42.07	43.78	45.43	47.27	Double Time	42.70	44.43	46.11	47.98
		Base + 6%	891.95	928.08	963.16	1,002.14	Base + 6%	905.33	942.00	977.61	1,017.17
		Hourly	22.30	23.20	24.08	25.05	Hourly	22.63	23.55	24.44	25.43
		Time & 1/2	33.45	34.80	36.12	37.58	Time & 1/2	33.95	35.32	36.66	38.14
		Double Time	44.60	46.40	48.16	49.06	Double Time	45.27	47.10	48.88	49.80
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	866.89	902.01	936.10	973.99	Weekly	879.90	915.54	950.14	988.60
		Hourly	21.67	22.55	23.40	24.35	Hourly	22.00	22.89	23.75	24.71
		Time & 1/2	32.51	33.82	35.10	36.52	Time & 1/2	33.00	34.33	35.63	37.07
		Double Time	43.34	45.10	46.80	48.70	Double Time	43.99	45.78	47.51	49.43
		Base + 6%	918.91	956.13	992.27	1,032.42	Base + 6%	932.69	970.47	1,007.15	1,047.91
		Hourly	22.97	23.90	24.81	25.81	Hourly	23.32	24.26	25.18	26.20
		Time & 1/2	34.46	35.85	37.21	38.72	Time & 1/2	34.98	36.39	37.77	39.30
		Double Time	45.95	47.81	49.61	50.54	Double Time	46.63	48.52	50.36	51.30
				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
41	(36.25 hours)	Weekly	691.138	719.958	749.975	781.192	Weekly	701.505	730.757	761.225	792.910
		Hourly	19.066	19.861	20.689	21.550	Hourly	19.352	20.158	20.999	21.874
	Bus Driver	Time & 1/2	28.599	29.791	31.034	32.324	Time & 1/2	29.028	30.238	31.499	32.809
		Double Time	38.132	39.722	41.377	43.100	Double Time	38.703	40.318	41.998	43.746
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	712.028	741.718	772.643	804.803	Weekly	722.708	752.844	784.233	816.875
		Hourly	19.642	20.461	21.314	22.202	Hourly	19.937	20.768	21.634	22.535
		Time & 1/2	29.463	30.692	31.972	33.301	Time & 1/2	29.905	31.152	32.451	33.800
		Double Time	39.284	40.923	42.628	44.403	Double Time	39.873	41.536	43.268	45.069
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	733.549	764.137	795.997	829.128	Weekly	744.552	775.599	807.936	841.565
		Hourly	20.236	21.079	21.958	22.873	Hourly	20.539	21.395	22.288	23.216
		Time & 1/2	30.354	31.619	32.938	34.307	Time & 1/2	30.809	32.094	33.432	34.822
		Double Time	40.471	42.160	43.917	45.745	Double Time	41.078	42.792	44.575	46.431

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
41A	(40 hours)	Weekly	721.318	750.126	780.156	811.372	Weekly	732.138	761.377	791.859	823.542
		Hourly	18.034	18.753	19.504	20.285	Hourly	18.304	19.034	19.797	20.589
		Time & 1/2	27.049	28.131	29.255	30.427	Time & 1/2	27.454	28.553	29.694	30.883
		Double Time	36.066	37.506	39.007	40.569	Double Time	36.607	38.069	39.593	41.177
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	743.120	772.798	803.737	835.895	Weekly	754.266	784.390	815.793	848.434
		Hourly	18.579	19.320	20.094	20.898	Hourly	18.857	19.610	20.395	21.211
		Time & 1/2	27.866	28.981	30.140	31.346	Time & 1/2	28.284	29.416	30.592	31.816
		Double Time	37.156	38.640	40.186	41.795	Double Time	37.713	39.220	40.789	42.422
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	765.580	796.156	828.030	861.160	Weekly	777.064	808.098	840.450	874.078
		Hourly	19.140	19.904	20.701	21.530	Hourly	19.427	20.202	21.012	21.852
		Time & 1/2	28.709	29.857	31.051	32.294	Time & 1/2	29.139	30.305	31.516	32.778
		Double Time	38.279	39.808	41.401	43.058	Double Time	38.853	40.405	42.022	43.704
	Clerical Employees			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
1	(40 hours)	Weekly	763.461	794.534	825.987	859.189	Weekly	774.913	806.452	838.377	872.077
		Hourly	19.099	19.867	20.649	21.479	Hourly	19.386	20.165	20.959	21.802
	Cashier Clerk	Time & 1/2	28.647	29.799	30.975	32.220	Time & 1/2	29.077	30.246	31.439	32.703
		Double Time	38.196	39.732	41.300	42.960	Double Time	38.769	40.328	41.920	43.604
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	786.536	818.549	850.952	885.158	Weekly	798.334	830.827	863.716	898.436
		Hourly	19.677	20.467	21.273	22.129	Hourly	19.972	20.774	21.592	22.461
		Time & 1/2	29.513	30.700	31.911	33.194	Time & 1/2	29.956	31.161	32.390	33.692
		Double Time	39.351	40.933	42.549	44.258	Double Time	39.941	41.547	43.187	44.922
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)	
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	810.309	843.289	876.672	911.912	Weekly	822.464	855.939	889.822	925.591
		Hourly	20.271	21.086	21.916	22.797	Hourly	20.575	21.402	22.245	23.139
		Time & 1/2	30.405	31.628	32.875	34.197	Time & 1/2	30.861	32.102	33.369	34.710
		Double Time	40.540	42.170	43.835	45.596	Double Time	41.148	42.803	44.492	46.280

				July 1, 2017 (1.5%)					January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
1A	(36.25 hours)	Weekly	720.692	749.663	779.790	811.073	Weekly	731.502	760.908	791.487	823.239
		Hourly	19.881	20.681	21.511	22.376	Hourly	20.179	20.991	21.834	22.711
		Time & 1/2	29.822	31.020	32.267	33.562	Time & 1/2	30.269	31.486	32.751	34.065
		Double Time	39.762	41.360	43.023	44.748	Double Time	40.358	41.981	43.668	45.420
				July 1, 2018 (1.5%)					January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	742.475	772.321	803.359	835.588	Weekly	753.612	783.906	815.410	848.122
		Hourly	20.482	21.306	22.161	23.052	Hourly	20.789	21.625	22.493	23.398
		Time & 1/2	30.723	31.958	33.242	34.576	Time & 1/2	31.184	32.437	33.741	35.095
		Double Time	40.963	42.610	44.323	46.101	Double Time	41.578	43.250	44.988	46.792
				July 1, 2019 (1.5%)					January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	764.916	795.665	827.641	860.844	Weekly	776.390	807.600	840.055	873.756
		Hourly	21.101	21.950	22.831	23.749	Hourly	21.417	22.279	23.173	24.105
		Time & 1/2	31.652	32.924	34.247	35.621	Time & 1/2	32.126	33.418	34.761	36.156
		Double Time	42.202	43.898	45.663	47.494	Double Time	42.835	44.557	46.348	48.207
				July 1, 2017 (1.5%)					January 1, 2018 (1.5%)		
2	(36.25 hours)		1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	749.663	768.796	811.073	845.840	Weekly	760.908	780.327	823.239	858.528
		Hourly	20.681	21.208	22.375	23.334	Hourly	20.991	21.527	22.710	23.684
		Time & 1/2	31.020	31.812	33.561	35.000	Time & 1/2	31.486	32.289	34.064	35.525
		Double Time	41.360	42.416	44.748	46.668	Double Time	41.981	43.052	45.420	47.368
				July 1, 2018 (1.5%)					January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	772.321	792.032	835.588	871.406	Weekly	783.906	803.913	848.122	884.477
		Hourly	21.306	21.849	23.051	24.039	Hourly	21.625	22.177	23.397	24.400
		Time & 1/2	31.958	32.774	34.575	36.058	Time & 1/2	32.437	33.265	35.094	36.599
		Double Time	42.610	43.698	46.101	48.078	Double Time	43.250	44.353	46.792	48.799
				July 1, 2019 (1.5%)					January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step		1st Step	2nd Step	3rd Step	4th Step
		Weekly	795.665	815.972	860.844	897.744	Weekly	807.600	828.211	873.756	911.210
		Hourly	21.950	22.510	23.748	24.766	Hourly	22.279	22.847	24.104	25.137
		Time & 1/2	32.924	33.764	35.620	37.148	Time & 1/2	33.418	34.271	36.155	37.705
		Double Time	43.898	45.019	47.494	49.531	Double Time	44.557	45.694	48.207	50.274

				July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
3	(36.25 hours)		1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	806.459	839.472	874.239	911.332		Weekly	818.556	852.064	887.352	925.002
	Senior Citizen Program	Hourly	22.247	23.157	24.116	25.141		Hourly	22.580	23.505	24.478	25.518
	Assistant	Time & 1/2	33.370	34.736	36.175	37.710		Time & 1/2	33.871	35.257	36.717	38.276
		Double Time	44.494	46.315	48.235	50.280		Double Time	45.161	47.010	48.958	51.034
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	830.834	864.845	900.663	938.877		Weekly	843.297	877.818	914.173	952.960
		Hourly	22.919	23.857	24.845	25.900		Hourly	23.263	24.215	25.218	26.289
		Time & 1/2	34.379	35.786	37.268	38.850		Time & 1/2	34.894	36.323	37.827	39.433
		Double Time	45.838	47.715	49.693	51.800		Double Time	46.526	48.431	50.438	52.577
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	855.946	890.985	927.885	967.255		Weekly	868.786	904.350	941.803	981.763
		Hourly	23.612	24.578	25.596	26.683		Hourly	23.966	24.947	25.980	27.083
		Time & 1/2	35.418	36.868	38.394	40.024		Time & 1/2	35.949	37.421	38.970	40.625
		Double Time	47.224	49.158	51.195	53.365		Double Time	47.932	49.895	51.963	54.166
4	(36.25 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Administrative Assistant I	Weekly	871.925	906.678	943.174	980.840		Weekly	885.003	920.278	957.321	995.553
		Hourly	24.053	25.012	26.019	27.058		Hourly	24.414	25.387	26.409	27.464
		Time & 1/2	36.079	37.517	39.028	40.587		Time & 1/2	36.620	38.080	39.613	41.196
		Double Time	48.106	50.024	52.038	54.115		Double Time	48.828	50.775	52.819	54.926
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	898.279	934.083	971.681	1,010.486		Weekly	911.753	948.094	986.256	1,025.643
		Hourly	24.780	25.768	26.805	27.876		Hourly	25.152	26.154	27.207	28.294
		Time & 1/2	37.170	38.651	40.207	41.814		Time & 1/2	37.727	39.231	40.810	42.441
		Double Time	49.560	51.536	53.611	55.750		Double Time	50.303	52.309	54.415	56.587
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	925.429	962.315	1,001.050	1,041.028		Weekly	939.310	976.750	1,016.066	1,056.643
		Hourly	25.529	26.546	27.615	28.718		Hourly	25.912	26.945	28.029	29.149
		Time & 1/2	38.293	39.820	41.423	43.077		Time & 1/2	38.868	40.417	42.044	43.724
		Double Time	51.058	53.094	55.231	57.435		Double Time	51.824	53.890	56.060	58.297

5	(36.25 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Assessment Aide	Weekly	933.921	981.844	1,026.466	1,074.337		Weekly	947.930	996.572	1,041.863	1,090.452
	Fair Housing Technician	Hourly	25.764	27.084	28.316	29.637		Hourly	26.150	27.491	28.741	30.082
	Administrative Assistant II	Time & 1/2	38.645	40.628	42.474	44.455		Time & 1/2	39.225	41.238	43.111	45.122
	(formely Veterans' Affairs Clerk)	Double Time	51.526	54.172	56.633	59.275		Double Time	52.299	54.984	57.482	60.164
	Revenue Collection Aide											
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	962.149	1,011.520	1,057.491	1,106.809		Weekly	976.581	1,026.693	1,073.354	1,123.411
		Hourly	26.542	27.903	29.172	30.533		Hourly	26.941	28.321	29.610	30.991
		Time & 1/2	39.813	41.856	43.757	45.799		Time & 1/2	40.410	42.484	44.414	46.486
		Double Time	53.084	55.809	58.345	61.067		Double Time	53.880	56.646	59.220	61.983
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	991.229	1,042.093	1,089.454	1,140.262		Weekly	1,006.098	1,057.725	1,105.796	1,157.366
		Hourly	27.345	28.746	30.054	31.456		Hourly	27.755	29.177	30.505	31.927
		Time & 1/2	41.017	43.122	45.080	47.183		Time & 1/2	41.632	43.768	45.756	47.891
		Double Time	54.688	57.496	60.108	62.912		Double Time	55.509	58.358	61.010	63.856
6	(36.25 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Administrative Assistant III	Weekly	1,011.551	1,052.089	1,093.809	1,137.828		Weekly	1,026.724	1,067.870	1,110.216	1,154.896
	Financial Specialist	Hourly	27.905	29.023	30.174	31.388		Hourly	28.324	29.458	30.627	31.859
	Legal Administrative Aide 2	Time & 1/2	41.857	43.534	45.262	47.082		Time & 1/2	42.484	44.187	45.941	47.788
	(Corporation Counsel's Office)	Double Time	55.810	58.046	60.348	62.777		Double Time	56.647	58.917	61.253	63.718
	NRZ Coordinator											
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,042.125	1,083.889	1,126.869	1,172.219		Weekly	1,057.757	1,100.147	1,143.772	1,189.802
		Hourly	28.749	29.900	31.086	32.337		Hourly	29.180	30.349	31.552	32.822
		Time & 1/2	43.122	44.850	46.630	48.505		Time & 1/2	43.769	45.523	47.329	49.232
		Double Time	57.497	59.800	62.172	64.674		Double Time	58.359	60.697	63.104	65.644
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,073.623	1,116.649	1,160.929	1,207.649		Weekly	1,089.728	1,133.399	1,178.343	1,225.764
		Hourly	29.618	30.804	32.025	33.314		Hourly	30.062	31.266	32.506	33.814
		Time & 1/2	44.425	46.206	48.039	49.971		Time & 1/2	45.091	46.899	48.760	50.720
		Double Time	59.234	61.608	64.051	66.629		Double Time	60.123	62.532	65.012	67.628

7	(36.25 hours)			July 1, 2017 (1.5%)						January 1, 2018 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
	Accounting Assistant	Weekly	1,154.568	1,195.103	1,236.824	1,280.844		Weekly	1,171.886	1,213.029	1,255.377	1,300.056
	Assistant Town & City Clerk 2	Hourly	31.850	32.968	34.120	35.334		Hourly	32.327	33.463	34.632	35.864
	Revenue Specialist - Tax	Time & 1/2	47.775	49.454	51.179	53.000		Time & 1/2	48.492	50.196	51.947	53.795
	Revenue Specialist - Water	Double Time	63.700	65.937	68.238	70.667		Double Time	64.656	66.927	69.262	71.727
				July 1, 2018 (1.5%)						January 1, 2019 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,189.464	1,231.225	1,274.207	1,319.557		Weekly	1,207.306	1,249.693	1,293.320	1,339.351
		Hourly	32.812	33.965	35.152	36.402		Hourly	33.305	34.474	35.679	36.948
		Time & 1/2	49.219	50.949	52.726	54.602		Time & 1/2	49.957	51.713	53.517	55.421
		Double Time	65.626	67.930	70.301	72.803		Double Time	66.610	68.949	71.355	73.895
				July 1, 2019 (1.5%)						January 1, 2020 (1.5%)		
			1st Step	2nd Step	3rd Step	4th Step			1st Step	2nd Step	3rd Step	4th Step
		Weekly	1,225.416	1,268.438	1,312.720	1,359.441		Weekly	1,243.797	1,287.465	1,332.411	1,379.832
		Hourly	33.804	34.991	36.214	37.502		Hourly	34.311	35.516	36.757	38.065
		Time & 1/2	50.707	52.489	54.320	56.253		Time & 1/2	51.467	53.276	55.135	57.096
		Double Time	67.609	69.984	72.426	75.004		Double Time	68.623	71.033	73.512	76.129

Anthem.

Lumenos

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 retirement.

Contributions to Your HSA

For 2016, contributions can be made to your HSA up to the following:
$3,350 individual coverage
$6,750 family coverage

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

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 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-of-network 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
$1,500 individual coverage
$3,000 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	Out-of Network Providers
$1,500 individual coverage	$3,000 individual coverage
$3,000 family coverage	$6,000 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.

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, 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

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
- Oral surgery to remove impacted teeth and cutting procedures on gums or mouth tissues to treat a disease

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.
- Limitations may apply to infertility services.
- Inpatient hospitalizations require authorizations.
- Bariatric surgery is excluded.
- Your Lumenos HSA plan includes an unlimited lifetime maximum for in- and out-of-network services.
- 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.

Anthem.

Lumenos

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 retirement.

Contributions to Your HSA

For 2017, contributions can be made to your HSA up to the following:
$3,400 individual coverage
$6,750 family coverage

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

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 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-of-network 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	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 HSA, your Bridge responsibility and your coinsurance amounts.

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

New Britain
CGHSA4442 NGF (Eff. 07/16)

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, 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

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
- Oral surgery to remove impacted teeth and cutting procedures on gums or mouth tissues to treat a disease

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 100 days per member per calendar year.
- Home Health care services limited to 200 visits per member per calendar year.
- Inpatient rehabilitative services limited to 60 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.
- Limitations may apply to infertility services.
- Inpatient hospitalizations require authorizations.
- 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.

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Anthem.

Lumenos

Lumenos HRA 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.

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

$ 900 individual coverage
$ 1,800 family coverage

The maximum amount of unused dollars that can roll over year to year is $2,700 individual / $5,400 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

$ 1,500 individual coverage
$ 3,000 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
$ 1,500 individual coverage	$ 3,000 individual coverage
$ 3,000 family coverage	$ 6,000 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.

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

Anthem.

Lumenos

Lumenos HRA 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.

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Health Reimbursement Account

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HRA Allocation from your employer

$ 900 individual coverage
$ 1,800 family coverage

The maximum amount of unused dollars that can roll over year to year is $2,700 individual / $5,400 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.

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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

$ 1,500 individual coverage
$ 3,000 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
$ 1,500 individual coverage	$ 3,000 individual coverage
$ 3,000 family coverage	$ 6,000 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.

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

New Britain
CGHRA2378

Anthem.

Lumenos

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

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

New Britain
CGHRA2378

Anthem.

Lumenos

Lumenos HRA Plan Summary

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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 (7/1/2017 55%)

$ 1,100 individual coverage
$ 2,200 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.

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

New Britain
CGHRA2270 NGF (Eff. 07/16)

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

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 60 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.
- Bariatric surgery is excluded
- Your Lumenos HRA plan includes an unlimited lifetime maximum.

* 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.

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Anthem

Century Preferred
$30/$500/$100/$250

Benefits at a Glance for City of New Britain 1186 FD 180 ***Effective October 1, 2016***

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*)		**$500$1000/$1000**
Lifetime Maximum	Unlimited	Unlimited

PREVENTIVE CARE

Well child care*	NO Copayment	Deductible & Coinsurance
Periodic, routine health examinations*	NO Copayment	
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 & Coinsurance
Specialist consultations	SV Copayment	
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*** *Injections—80 within 3 years*	 **SV Copayment** **No Charge**	

HOSPITAL CARE – *Prior authorization required.*

Semi-private room	**HSP Copayment**	Deductible & Coinsurance
Maternity and newborn care	**HSP Copayment**	
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**	

Anthem

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 *50 visit maximum for PT, OT, ST. per calendar year - excess covered as out of network*	**NO Copayment**	Deductible & 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 & Coinsurance
Outpatient/office visits	OV Copayment	

*** 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

Anthem

VISION CARE PLAN

ANTHEM BLUE CROSS AND BLUE SHIELD'S VISION CARE RIDER OFFERS:

- Yearly eye examinations for vision corrections
- Coverage for prescription lenses (single-vision, bifocals, trifocals), frames, and contact lenses
- In-plan and out-of-plan coverage.

ACCESSING BENEFITS:

- Participating providers will bill Blue Cross and Blue Shield directly. The member pays the provider directly for any charges which exceed the maximum allowance.

- Non-participating providers require payment from the member who, in turn, submits the itemized bill to Blue Cross and Blue Shield for reimbursement to the allowable schedule.

VISION EXAM COVERAGE:

Exam with dilation of pupils (cycloplegia) and post cycloplegic visit if required- Up to $50 per calendar year

Exam without cycloplegia- Up to $50 per calendar year

OPTICAL SERVICES:

Frames for prescription lenses,	Up to $50 per calendar year
Single vision lenses,	Up to $60 per calendar year
Bifocal lenses,	Up to $70per calendar year
Trifocal lenses,	Up to $90 per calendar year
Contact lenses when used to correct visual acuity to 20/70 or when medically necessary	Up to $180 per calendar year Per Member per Eye
Contact lenses when used for any other reason, equivalent to amount payable for single vision	Up to $60 per calendar year
Lenticular Lenses,	Up to $140.00 per cal. yr

PRINCIPAL LIMITATIONS & EXCLUSIONS
Services, frames, and lenses required by the employer as a condition of employment. Sunglasses, tinted glasses or industrial glasses unless they are prescription lenses. Contact lenses for cosmetic, convenience or any purpose other than correction of visual acuity to 20/70 or medical necessity as determined by Blue Cross and Blue Shield, will be covered in an amount up to the single prescription lenses indemnity amount subject to the annual maximum.

Anthem

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

		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.

ConnectiCare®

HMO-OA-CAL-30-45-250-500A-07 HMO Open Access Calendar Year Plan Benefit Summary

This is a brief summary of benefits. Refer to your Membership Agreement for complete details on benefits, conditions, limitations and exclusions, or consult with your benefits manager. All benefits described below are per member per Calendar year. A Referral from your Primary Care Provider is not required.

Personalized for: PSTC Telecommunications; 1186

	IN-NETWORK MEMBER PAYS
Out-of-Pocket Maximum *(Includes a combination of deductible, copayments and coinsurance for health and pharmacy services)*	$6,350 per Member $12,700 per Family
Lifetime Maximum Benefit	Unlimited
PREVENTIVE SERVICES *(Refer to "Prevention and Wellness" section found at the end of this summary)*	**IN-NETWORK MEMBER PAYS**
Physical Exam *(frequency limits apply and the exam must be provided by a PCP)*	No Member cost
Gynecological Preventive Exam	No Member cost
Preventive Laboratory Services *(Complete blood count and urinalysis, one test per year)*	No Member cost
Baseline Routine Mammography *(ages 35 - 39)*	No Member cost
Annual Routine Mammography *(age 40 or older)*	No Member cost
Breast Ultrasound Screening	No Member cost
Annual Routine Vision Exam *(one exam per year when provided by an Optometrist or Ophthalmologist)*	No Member cost
OUTPATIENT SERVICES	**IN-NETWORK MEMBER PAYS**
On-Line Visit *(telemedicine consultation)*	$30 Copayment per visit
Primary Care Services *(includes services for illness, injury, sickness, follow-up care and consultations)*	$30 Copayment per visit

OUTPATIENT SERVICES	IN-NETWORK MEMBER PAYS
Specialist Services *(includes services for illness, injury, sickness, follow-up care and consultations)*	$45 Copayment per visit
Gynecological Services	$30 Copayment per visit
Maternity Care Office Visits *(prenatal care)*	No Member cost
Allergy Testing *up to one visit every year*	Applicable office visit cost share
Allergy Injections	No Member cost
Laboratory Services *(includes services performed in a Hospital or laboratory facility)* *(Please refer to the provider directory for facility type)*	No Member cost
Non-Advanced Radiology *(includes services performed in a Hospital or radiology facility)*	No Member cost
Advanced Radiology *(includes services for MRI, PET and CAT scan, and nuclear cardiology performed in a Hospital or radiology facility)* *(Please refer to the provider directory for facility type)*	No Member cost
Outpatient Rehabilitative Therapy *up to 60 visits per year combined with chiropractic* *(includes services combined for physical, speech, and occupational therapy and chiropractic services)*	$30 Copayment per visit
Home Health Services *up to 100 visits per year*	No Member cost
Retail Clinic	$30 Copayment per visit
EMERGENCY / URGENT CARE	**IN-NETWORK** **MEMBER PAYS**
Walk-In/Urgent Care Centers	$75 Copayment per visit
Emergency Room *(Copayment waived if admitted)*	$100 Copayment per visit
Ambulance Services	No Member cost
HOSPITAL SERVICES	**IN-NETWORK** **MEMBER PAYS**
Inpatient Hospital Services, Including Room & Board	$500 Copayment per admission

HOSPITAL SERVICES	IN-NETWORK MEMBER PAYS
Hospital Outpatient Facilities *(includes services performed in a Hospital facility)* *(Please refer to the provider directory for facility type)*	$250 Copayment per visit
Ambulatory Surgical Center *(includes services performed in a stand-alone ambulatory facility)* *(Please refer to the provider directory for facility type)*	$250 Copayment per visit
Skilled Nursing and Rehabilitation Facilities *up to 90 days per year*	No Member cost
MENTAL HEALTH SERVICES	**IN-NETWORK MEMBER PAYS**
Inpatient Mental Health Services *(including inpatient acute and residential programs)*	$500 Copayment per admission
Inpatient Alcohol and Substance Abuse Treatment *(including inpatient acute and residential programs)*	$500 Copayment per admission
Outpatient Mental Health, Alcohol and Substance Abuse Treatment *(including office visits and professional services provided in the home)*	$30 Copayment per visit
Outpatient Mental Health, Alcohol and Substance Abuse Treatment *(intensive outpatient treatment and partial hospitalization programs)*	$30 Copayment per visit
OTHER SERVICES	**IN-NETWORK MEMBER PAYS**
Durable Medical Equipment Including Prosthetics and Disposable Medical Supplies	20%
Diabetic Equipment and Supplies	20%

PREVENTION AND WELLNESS

In-Network prevention and wellness services as defined by the United States Preventive Service Task Force (listed below) are exempt from all member cost share (deductible, copayment and coinsurance) under the Patient Protection and Affordable Care Act (PPACA). Services that are exempt from cost share must be identified by the specific code(s). The codes your health care provider submits must match ConnectiCare's coding list to be exempt from all cost share. Please note that not all preventive services are listed below and that some diagnostic services provided in relation to preventive and wellness services require member cost share. Go to www.connecticare.com/preventive for more information on coverage of preventive care or services.

- Routine physical exam and appropriate screening and counseling for adults (including but not limited to cardiovascular disease, depression, obesity and sexually transmitted infections) one per year
- Preventive care and screening for infants, children and adolescents supported by the Health Resources and Services Administration (including but not limited to depression, obesity and sexually transmitted infections)
- Preventive care and screenings for women supported by the Health Resources and Services Administration:
  - o At least one well-woman preventive care visit annually to obtain the recommended preventive services
  - o Screening for diabetes during pregnancy, two per pregnancy
  - o Human Papillomavirus (HPV) testing, age 30 or older, one per year
  - o Counseling on sexually transmitted infections for all sexually active women, two per year
  - o Counseling and screening for human immune-deficiency virus (HIV) for all sexually active women
  - o Contraceptive methods approved by the Food and Drug administration, sterilization procedures and contraceptive patient education and counseling
  - o Comprehensive lactation support, counseling, a breast pump, (either manual or non-hospital grade electric), and breast feeding supplies
  - o Screening and counseling for interpersonal and domestic violence for all women and adolescent
- Bone density screenings, age 60 or older, one every 23 months
- Screening for colorectal cancer using fecal occult blood testing, sigmoidoscopy, or colonoscopy, ages 50 - 75, one per year
- Routine mammography screening, age 40 or older, one per year
- Immunizations recommended by the Advisory Committee on Immunization Practices of the CDC
- Outpatient laboratory services, one per year:
  - o Cervical cancer and cervical dysplasia screening – pap smear
  - o Lipid cholesterol screening for adults and children at risk
  - o Fasting plasma glucose or hemoglobin A1c, age 18 and older for people at risk for diabetes
  - o Hematocrit and Hemoglobin, for children up to age 21.
  - o Lead screening, for children up to age 6
  - o Tuberculin testing, for children up to age 21
  - o Chlamydia, syphilis and gonorrhea screening for females all ages
  - o Human immunodeficiency virus screening – HIV testing (no limit)
  - o Hypothyroidism screening in newborns, under 3 months of age
  - o Screening for phenylketonuria (PKU) in newborns, under 3 months of age
  - o Screening for sickle cell disease in newborns, under 3 months of age
  - o Hepatitis B screening for adolescents and adults at risk
  - o Hepatitis C screening for adults at risk
  - o Lung Cancer screening for adults ages 55 - 80 who have smoked
- Routine vision screening up to age 21, one per year when services are rendered by a primary care provider
- Routine hearing screening up to age 21 when rendered by a primary care provider
- Dental caries prevention up to age 5 when rendered by a primary care provider
- Developmental, autism, and psychosocial/behavioral assessments up to age 21 when rendered by a primary care provider
- Dietary counseling for adults with cardiovascular disease, hyperlipidemia or obesity
- Alcohol misuse screening and counseling
- Tobacco cessation interventions
- Screening for hepatitis B, iron deficient anemia, Rh (D) blood typing and asymptomatic bacteriuria in women who are pregnant
- Screening for abdominal aortic aneurysm in men age 65 – 75 who have ever smoked
- BRCA screening, genetic counseling and if indicated, genetic testing
- Physical therapy to prevent falls in adults ages 65 and older

Important Information

- If you have questions regarding your plan, visit our website at **www.connecticare.com** or call us at (860) 674-5757 or 1-800-251-7722.
- For mental health, alcohol, and substance abuse services call 1-888-946-4658 to obtain pre-authorization.
- If you are a Massachusetts resident, please refer to your *amendatory rider for Massachusetts mandated benefits* for additional details of your benefits.
- If you are a Massachusetts resident, this plan along with pharmacy services meets Massachusetts Minimum Creditable Coverage standard for 2016.

ConnectiCare

Prescription Drug Copayment Plan Benefit Summary

This is a brief summary of your prescription drug benefits. Refer to your Prescription Drug Rider for complete details on benefits, conditions, limitations and exclusions, or consult with your benefits manager. All benefits described below are per member per Calendar year.

Personalized for: PSTC Telecommunications; 1186

PRESCRIPTION DRUGS	
Covered prescription drugs through retail Participating Pharmacies or our mail order service. **Generics are dispensed unless the provider writes Dispense as Written on the prescription.** Your Plan includes the following: Mandatory Drug Substitution, Generic Substitution Program, Tiered Cost-Share Program, and Voluntary Mail Order Program.	
	IN-NETWORK MEMBER PAYS
Out-of-Pocket Maximum *(Includes a combination of deductible, copayments and coinsurance for health and pharmacy services)*	$6,350 per Employee $12,700 per Family
RETAIL PHARMACY (up to a 30 day supply per prescription, including Specialty Drugs generally delivered by mail)	**IN-NETWORK MEMBER PAYS**
Tier 1 drugs *(Generic Drugs)*	$5 Copayment
Tier 2 drugs *(Preferred Brand Drugs)*	$25 Copayment
Tier 3 drugs *(Non-Preferred Brand Drugs)*	$40 Copayment
MAIL ORDER PHARMACY (up to a 90 day supply per prescription, does not apply to Specialty Drugs)	**IN-NETWORK MEMBER PAYS**
Tier 1 drugs *(Generic Drugs)*	$10 Copayment
Tier 2 drugs *(Preferred Brand Drugs)*	$50 Copayment
Tier 3 drugs *(Non-Preferred Brand Drugs)*	$80 Copayment

Additional Information

- Under this program covered prescription drugs and supplies are put into categories (i.e., tiers) to designate how they are to be covered and the member's cost-share. The placement of a drug or supply into one of the tiers is determined by the ConnectiCare Pharmacy Services Department and approved by the ConnectiCare Pharmacy & Therapeutics Committee based on the drugs or supplies clinical effectiveness and cost, not on whether it is a generic drug or supply or brand name drug or supply.
- Generic drugs can reduce your out-of-pocket prescription costs. Generics have the same active ingredients as brand name drugs, but usually cost much less. So, ask your doctor or pharmacist if a generic alternative is available for your prescription. Also, remember to use a participating pharmacy. Most pharmacies in the United States participate in our network. To find one, visit our Web site at www.connecticare.com or call our Member Services Department at 1-800-251-7722.
- Certain prescription drugs and supplies require pre-authorization from us before they will be covered under the Prescription Drug Rider. You should visit our Web site at www.connecticare.com or call our Member Services Department at 1-800-251-7722 to find out if a prescription drug or supply requires pre-authorization.
- Most Specialty drugs are dispensed through Specialty Pharmacies by mail, up to a 30 day supply. Specialty Pharmacies have the same Member Cost Share as all other participating pharmacies and are not part of ConnectiCare's Voluntary Mail Order program. The Member Cost Share for Specialty Pharmacy is different from the Cost Share for ConnectiCare's Mail Order program.
- Always remember to carry your ConnectiCare ID Card.
- If you are a Massachusetts resident, please refer to your amendatory rider for Massachusetts mandated benefits for additional details of your benefits.

eye-to-eye Vision Care

Did you know that 54% of Americans wear some form of glasses?
Moreover, only a few of us actually have 20/20 vision in both eyes — and this condition worsens with age. Thankfully, as a ConnectiCare member, you have **Vision Care.** The Vision Care Program helps to maintain the health of your eyesight by covering both medical and preventive care. Through annual eye exams and coverage for medical conditions of the eye, members can receive the treatment they need to keep their eyes seeing clearly.

In addition to eye care, ConnectiCare's Vision Care Program offers members **discounts** on lenses, contacts and frames when they use a participating provider.

For more information, refer to the chart below to learn about what's covered under your Vision Care benefit. To find a participating provider visit our online provider directory at **www.connecticare.com** and click on "Find a Doctor" to start your search. If you do not have access to the Internet, or if you have additional questions about Vision Care and your eye care benefits, please call Member Services at 1-800-251-7722.

Point-of-Service and FlexPOS Members Only: **(If you're not sure what plan you're in, check your benefit summary.)**
Point-of-Service plan members seeking routine eye care through the Vision Care Program can choose either a ConnectiCare participating (in-network) provider from the Provider Directory or a nonparticipating (out-of-network) provider. By staying in-network, you'll receive a higher level of benefits and will be eligible for eyewear discounts.

FlexPOS plan members seeking care through the Vision Care Program can choose either a ConnectiCare participating (in-network) provider, a participating PHCS Healthy Directions (in-network) provider (when sevices are rendered outside of the State of Connecticut or Hampden, Hampshire and Franklin counties of Massachusetts) or a nonparticipating (out-of-network) provider. By staying in-network, you'll receive a higher level of benefits. FlexPOS plan members will only be eligible for eyewear discounts when receiving care from a ConnectiCare participating provider.

If you choose to go to a nonparticipating provider for your routine eye exam:
- Pay the provider at the time of your appointment.
- Mail back the claim reimbursement form, along with a copy of the itemized statement, to the address noted on the claim form. (Keep a copy for your records.) To access the form, go to our Member Web site, click on Managing Your Account, then online forms, and choose the out-of-plan reimbursement claim form.

You will be reimbursed for your routine eye exam rendered by a nonparticipating provider as shown on your benefit summary. You are responsible for any additional charges.

COVERED SERVICES:	DESCRIPTION:	PLAN BENEFITS*:
Routine Eye Exam	Routine eye care that includes a refraction	One routine eye exam per member per year. Applicable cost share based on your plan.
Frames and Lenses	Lens options include: • Polycarbonate • Scratch-resistant coating • Ultra-violet coating • Anti-reflective coating • Solid tint • Gradient tint • Photochromic	25% discount on frames and lenses costing $250 or less; 30% discount if they cost more than $250.
Prescription Contact Lenses *Discount available only if associated professional services are also obtained*	Hard or Soft lenses Initial disposable lens package for a member who has never worn disposable contact lenses	25% discount on frames and lenses costing $250 or less; 30% discount if they cost more than $250. 25% discount on associated professional services (i.e. fittings)
Additional Coverage	Sunglasses • Prescription • Non-prescription	25% discount
	Replacement lenses/frames	25% discount
Medical Eye Exam	Medically necessary medical and surgical diagnosis and the treatment of diseases or other abnormal conditions of the eye and adjacent structures.	Applicable cost share based on your plan and where services are rendered.

ConnectiCare®
You know us by ♥.

Coverage is provided by and services are administered as follows: In Connecticut: Group HMO and POS coverage, and Individual HMO is underwritten by ConnectiCare, Inc.; Individual POS is underwritten by ConnectiCare Insurance Company, Inc. In Massachusetts: Group HMO and POS coverage is underwritten by ConnectiCare of Massachusetts, Inc. In New York: HMO and POS is underwritten by ConnectiCare of New York, Inc. FlexPOS, PPO coverage, ASO/Self-funded services, and Dental products are administered or underwritten by ConnectiCare Insurance Company, Inc.

* Plans may vary by employer. This is only a summary of benefits. Benefits may be offered on a contract- year or calendar-year basis. Please refer to your benefit documents for a full description of your b[illegible]

PLEASE SEE HR FOR THE REIMBURSEMENT ON GLASSES AND CONTACT LENSES

Anthem.

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

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.

In Connecticut, Anthem Blue Cross and Blue Shield is a trade name of Anthem Health Plans, Inc., an independent licensee of the Blue Cross and Blue Shield Association.
® Registered marks of the Blue Cross and Blue Shield Association.

DELTA DENTAL

City of New Britain – Group # 4538
Delta Dental PPO[SM] plus Premier
0001 Active / 0002 COBRA

	If a Delta Dental PPO[SM], Delta Dental Premier®, or Non Participating Dentist is used
Calendar Year Deductible	
• Per Person	$0
	Plan Pays:
• Initial Oral Exam – 1/36 mos.	100%
• Periodic Oral Exams, Cleaning (2 per calendar year per person)	100%
• Space Maintainers (for children to age 19)	100%
• Fluoride Treatment for children to age 19 (2 per calendar year per person)	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® network is the largest of the Delta Dental networks with over 368,522participating dentist offices nationally (80%+). Delta Dental PPO[SM] is a smaller, but more discounted network with over 293,205 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[SM] 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 Insurance Company 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.

7/1/2016

DELTA DENTAL

City of New Britain - Group # 4538
Delta Dental PPO^{SM} plus Premier
Supervisors – Buy Up Option
1001 Active / 1002 COBRA

	If a Delta Dental PPO^{SM}, Delta Dental Premier®, or Non 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 person)	60%
Annual Maximum	$1,750
Dependent children are covered to age 25	

Delta Dental has two networks available under this plan. The Delta Dental Premier® network is the largest of the Delta Dental networks with over 368,522 participating dentist offices nationally (80%+). Delta Dental PPO^{SM} is a smaller, but more discounted network with over 293,205 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^{SM} 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 (1-800-335-3265). 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 Insurance Company 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.

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 Personnel 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 accumulated 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 Personnel 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 the 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 Personnel 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 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 of 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

*****WITH RESPECT TO ANY SNOW LANGUAGE IN THIS MOU, THAT LANGUAGE HAS BEEN REPLACED WITH NEW CONTRACT LANGUAGE FOUND IN SECTION 6.2 ON PAGES 11-16 OF THE CONTRACT*****

UM OF UNDERSTANDING

BETWEEN

OF NEW BRITAIN

AND

CME 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-organization, 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 <u>shared</u> 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 pre-approved 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 31st) 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
President

CITY OF NEW BRITAIN

Tim O'Brien
Mayor

CITY OF NEW BRITAIN

Karen R. Levine

Karen R. Levine,
Personnel Director

APPENDIX G

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 1st through the 1st 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 1st through the 1st Friday in December each year

Dated this 6th 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 21 day of November, 2014

City of New Britain

Erin E. Stewart, Mayor

Karen Levine, Personnel Director

Local 1186

Susan Egan, President

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 J

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 17th 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 17th 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 2ND day of APRIL, 2014

Local 1186

Susan Egan, President

City of New Britain

Mark Moriarty, Director of Public Works

Michael Posten

Michael Plante

Sebastian Adorno

City of New Britain

Title: **Golf Maintainer**

Job Summary: 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.

Supervision Received: 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.

Minimum Qualifications Required: 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.

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

Physical Exertion/ Environmental Conditions: 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 21 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 3, 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:

Whereas, the City of New Britain and Local 1186 are subject to a collective bargaining agreement; and

Whereas, the hours of operation for Parks and Recreation Department Golf Division (Stanley Golf Course) of the Parks and Recreation Department are 7:00 a.m. to 3:00 p.m. with a forty minute break in the morning and an unpaid half hour lunch; and

Whereas, the City of New Britain and Local 1186 have agreed to change the work hours of the Golf Division during the summer months;

Now, therefore, in exchange of the mutual promises and considerations contained herein, the City of New Britain and Local 1186 agrees as follows:

(1) From the first Monday on or after April 17th through the 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;

(2) After the last Friday of September, the Golf Division will resort back to the winter season hours of 7:00 a.m. - 3:00 p.m.;

(3) Full time, permanent employees of the Golf Division will receive a stipend payment during each year this Memorandum of Agreement is in effect, in the following amounts: Groundskeepers, $3,500.00; Mechanic, $2,000.00; 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 the first week of October;

(4) All Golf Division employees and seasonal workers assigned to the Golf Course will report to work on 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. - 3:00 p.m. during the winter months;

(5) 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;

(6) It is agreed that if one of the three full-time permanent groundskeepers, one mechanic, and one technician should leave during the term of this agreement the City will do its best to fill that position, in order to keep the same amount of Local 1186 employees.

(7) The parties further agree that the resolution of this matter shall not serve as a precedent for any future matter involving any other member of Local 1186, division or department.

(8) In consideration of the above the City agrees to the withdrawal and closing of MEPP – 27999 and the Union agrees to the withdrawal and closing of grievances CH 10-09 and CH 13-09.

IN WITNESS WHEREOF, We have hereunto set our hands and seals this 3rd day of August, 2009.

FOR THE CITY:

By: _____
William A. DeMaio
Director of Parks and Recreation

By: Karen R. Levine
Karen R. Levine
Personnel Director

FOR THE UNION:

By: James P. Amato
James Amato
President, Local 1186

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

By: Karen R. Levine
Karen R. Levine
Personnel Director

FOR THE UNION:

By:
James Amato
President, Local 1186