

AGREEMENT BETWEEN
THE TOWN OF ROCKY HILL, CONNECTICUT
AND
FRATERNAL ORDER OF POLICE (FOP)
LODGE 043

(ROCKY HILL POLICE DEPARTMENT)

July 1, 2024 – June 30, 2027

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This agreement is between the Town of Rocky Hill, Connecticut, (hereinafter referred to as the Employer), and the Fraternal Order of Police, Lodge #043 (hereinafter referred to as the Union), for the purpose of establishing a better understanding of the rights and obligations of both the Town of Rocky Hill, as municipal employer, and the employees represented by the Fraternal Order of Police, Lodge #043, in accordance with Public Act 159, “An Act Establishing a Municipal Employees Relation Act”.

ARTICLE 1 – RECOGNITION AND UNIT DESCRIPTION

Section 1. The Employer recognizes the Union as the exclusive bargaining agent for the purposes of collective bargaining relative to wages, pay related benefits and other conditions of employment of all employees of the unit. The Employer and the Union agree not to discriminate against employees covered by this Agreement on account of membership or non-membership in the Union.

Section 2. The Unit to which this Agreement is applicable consists of all regular uniformed and investigatory employees, including probationary (excluding layoff or discharge), up to and including Lieutenants, Dispatchers, and Animal Control Officer, but excluding all ranks above Lieutenants and excluding Police Chief, Deputy Chief, Part time Employees, School Crossing Guards and civilian employees.

Section 3. In addition to the specific reference to differences in benefits for various members of the bargaining unit, the following provisions do not apply to the Animal Control Officer: Article 7; Article 8 Section 3, 4 and 5; Article 12; Article 13 Section 4; Article 16; Article 20 Section 13 and 14.

Section 4. The Employer and the Union agree not to discriminate in any way against employees covered by this Agreement on account of their protected class status as defined by state or federal law.

ARTICLE 2 – EMPLOYEE RIGHTS AND REPRESENTATION

Section 1. The members of the Union’s bargaining committee who are scheduled to work a tour of duty during collective bargaining negotiations shall be granted a leave of absence without loss of pay or benefits for all meetings between the Employer, its agents or representatives, and the Union for the purpose of negotiating the terms of the contract or any supplements thereto.

Section 2. A Union representative, or the Chief Steward, shall be granted reasonable leave of absence without loss of pay or benefits for time required to discuss and process grievances with the employee or others involved and to participate in any grievance step as described in this contract or in any consequent arbitration procedures.

Section 3. The Union officers and stewards shall be permitted to discuss official Union business: (a) with the Town Manager or his designee, (b) with the Chief of Police or his designee,

(c) with employees prior to on duty roll call or following off duty roll call. There shall be no solicitation of employees for Union membership, or dues, during duty hours by Union or representatives.

Section 4. Union officers or representatives shall be granted leave of absence, but with no loss of pay, if formally requested to attend meetings of the Town Council other Town body on business that affects the members of the unit.

Section 5. Employees covered by this Agreement have the right to become or remain members of the Union without being subject to restraint or coercion from either the employer or Union.

Section 6. The Union shall hold the Town harmless and indemnify the Town for any and all claims, judgements, loss or damage, including court costs, attorneys' fees, and other costs arising out of the enforcement of this Section 6, whether in judicial, administrative, arbitration or other proceedings.

Section 7. The Town, upon the written authorization of members of the Union, will make a bi-weekly payroll deduction for Union dues.

Section 8. The Union agrees to indemnify and hold harmless the Town for any loss or damages arising from the operation of Section 7. It is also agreed that neither any employee nor the Union shall have any claim against the Town for any deductions made or not made, as the case may be, unless a claim or error is made in writing to the Town within thirty (30) calendar days after the date of such deductions were or should have been made.

ARTICLE 3 – STABILITY OF AGREEMENT

No amendment, alteration, or variation of the terms or provisions of this Agreement shall bind the parties hereto unless made and executed in writing by said parties.

ARTICLE 4 - PRIOR BENEFITS AND PRESERVATION OF RIGHTS

Nothing in this Agreement shall be construed as abridging any prior rights, benefits or privileges that the employees of the Unit have enjoyed heretofore, except those specifically abridged or modified by this Agreement. Benefits provided in the Town's Personnel Rules shall not apply in areas in which the Union has chosen to negotiate.

ARTICLE 5 – OFFICERS AND REPRESENTATIVES

The Union officers and representatives are as follows: President, Vice President, Secretary, Treasurer, Chief Steward and two (2) Stewards. The Union shall provide the Employer with a list of officers, Chief Steward and Stewards, and any change therein. None of the foregoing shall be recognized by the Employer until such written notice of election, or appointment, is received by the Employer from the President or Secretary of the Union.

ARTICLE 6 – SALARIES

Effective July 1, 2024	2.50 % General Wage Increase
Effective July 1, 2025	2.50 % General Wage Increase
Effective July 1, 2026	2.50 % General Wage Increase

Section 1a. Salaries shall be paid on a bi-weekly basis. Employees shall be paid for eighty (80) hours' work at straight time rates irrespective of the number of hours regularly scheduled to work during the bi-weekly pay period.

Pay for assigned overtime shifts, private and public duty assignments, and other assignments over and above an employee's regular shift shall continue to be paid in accordance with pertinent sections of this contract.

In the event of the employee's termination, the first paragraph of this section shall not apply. In this instance, the employee's final pay for work on regularly scheduled shifts shall be based upon the actual number of regular shifts worked.

Section 1b. Employees promoted within the Police Division shall advance to the next higher step on the wage scale but not less than their salary at the time prior to promotion.

Section 2a. Private Duty. An employee scheduled to work a private duty job (private duty is defined as a job requested by and paid for by a private entity) for any firm or individual will be paid for a minimum of four (4) hours, any time worked after the first four (4) hour block will be paid in additional four (4) hour blocks for each four (4) hours or portion thereof worked at time and one-half (1 ½) his regular rate of pay. Payment for private duty will be made in four (4) hour increments. For each hour or portion thereof worked in excess of eight (8) hours, or any worked on a Saturday, Sunday, all contractual holidays listed in Article 9 of this Contract, or any hours worked between 2200 and 0700, the employee shall be paid at a rate of two (2) times his regular pay. Any portion of an hour shall be considered a full hour worked. Officers shall be paid a minimum of four (4) hours payment at one and one-half (1 ½) times his regular rate of pay for failure to provide a minimum of two (2) hours' notice of cancellation for a private duty job scheduled for less than eight (8) hours. Officers shall be paid a minimum of eight (8) hours payment at one and one-half times his regular rate of pay for failure to provide a minimum of two (2) hours' notice of cancellation for a private duty job scheduled with no specific end time, or private duty jobs scheduled for eight (8) hours or more. When a vendor calls to request an Officer for private duty job, they shall be provided the option of scheduling a four (4) hour block or an eight (8) hour block of time. If a vendor requests an eight (8) hour block, and the work is completed before the scheduled ending time of the assignment, the member shall be paid by the vendor for the entirety of the scheduled hours.

Section 2b. Public Duty. An employee scheduled to work a public duty job (public is defined as a job requested for and paid for by another department of the town) for a regular four (4) hour

shift or any portion thereof shall be paid for a full four (4) hours at time and one-half (1 ½) his regular rate of pay. For each hour or any portion thereof worked between four (4) and eight (8) hours, payment shall be made in minimum one (1) hour increments at time and one-half (1 ½) his regular rate of pay. For every hour or portion thereof worked on a Sunday, all contractual holidays listed in Article 9 of this Contract, the employee shall be paid at a rate of two (2) times his regular rate of pay. Any portion of an hour shall be considered a full hour worked. Officers shall be paid the minimum four (4) hour payment at time and one-half (1 ½) his regular rate of pay for failure to provide a minimum of two (2) hour notice of cancellation.

Section 2c. Special Duty. Select assignments made by the Chief of Police or his designee, which are not defined or recognized as Public or Private Duty, shall be considered “Special Duty” (i.e. Memorial Day Parade) and will be assigned without the Union’s requirement or expectation of advance notice, modification of pay rates, or additional compensation. Employees are not entitled to two (2) hours of advance notice of cancellation for Special Duty assignments.

ARTICLE 7 – HOURS OF WORK

Section 1. Patrol Division – Patrol Officers and Patrol Sergeants. This provision does not apply to members outside of the Patrol Division, such as Detectives, Lieutenants, SRO’s, or members assigned to Administrative roles such as the Administrative Lieutenant, Support Services Officer, or Accreditation Manager; unless there are circumstances requiring such members’ temporary assignment to the Patrol Division. Members outside of the Patrol Division will continue to work five (5) consecutive days on with two (2) consecutive days off, and each workday will consist of eight (8) hours.

Section 1a. Basic Workday, Workweek and Squads. The *basic workday and basic workweek* for Patrol Officers and Patrol Sergeants (“members assigned to the Patrol Division”) shall be as follows:

Each member shall work five (5) consecutive days on with three (3) consecutive days off. Each *basic workday* shall consist of nine (9) hours. In any calendar week., Patrol Officers, and Patrol Sergeants may work between thirty-six (36) and forty-five (45) hours on a regularly assigned basis (which is a *basic workweek*), and will receive forty (40) hours of pay for the basic workweek.

Scheduled working hours will be assigned as follows:

<u>Patrol Division Schedule</u>	
(A Squad) Midnight Shift	2230-0730
(B Squad) Day Shift	0630-1530
(C Squad) Evening Shift	1430-2330

Pursuant to Section 1(b) (below), this schedule shall be reviewed by a Union Representative designated by the Union President, and then posted by the Operations Lieutenant, two (2) weeks (fourteen (14) days) prior to the start of the first of the next bid selection period.

Section 1b. Squad Assignment Procedure. Members will be assigned to Squads on a “bid shift” basis by order of members’ seniority – from most senior to least senior. The bid shift schedule shall be for a block of time totaling one hundred and twelve (112) days. In a one hundred and twelve (112) day bid cycle, an employee shall receive forty-two (42) regularly scheduled days off.

The Union President shall appoint the designated Union Member to administer the Patrol Division bid shift scheduling procedure for both Patrol Officers and Patrol Sergeants, who shall ensure that the finalized results of the bid shift selection process are submitted to the Operations Lieutenant no less than fourteen (14) days prior to the start of the first day of the next bid selection period.

The designated Union Representative shall use the following procedure:

- i. First, the designated Union Member shall distribute to all members of the collective bargaining unit, a written announcement “Bid Announcement” inquiring as to which members elect to bid for the “A Squad.” If a member elects to bid for the “A Squad” during this bid shift scheduling period, they may not be bumped from “A Squad” by another senior member unless all positions within the squad have been filled. This bid shift scheduling period shall remain open for a period of seven (7) consecutive days from the date of Bid Announcement is posted.
- ii. Upon completion of the seven (7) consecutive days, all remaining members shall submit their bids for B Squad or C Squad, and this bid shift scheduling period (for B Squad or C Squad) shall remain open for a period of seven (7) consecutive days. Upon completion of the seven (7) consecutive days of the B Squad or C Squad bid shift scheduling process, the designated Union Member shall furnish the written, finalized results of the bid shift selection process to the Operations Lieutenant, not less than fourteen (14) calendar days prior to the next bid shift schedule selection period.
- iii. Upon receipt of the written, finalized results of the bid shift selection process from the designated Union Member, the Operation Lieutenant will create the schedule for the applicable bid.

Section 1c. Limitation on Bids. Only a member who is assigned to the Patrol Division at the time of the bid shift scheduling period shall be allowed to submit a bid – all other individuals’ bid will not be accepted.

Patrol officers will forfeit their right to seniority if they do not submit their written bids for shifts during the allotted bid scheduling period, unless an unforeseen and/or extraordinary circumstance prohibits them from submitting their bid.

Section 1d. It is understood that members transferring from one Squad to another may be required to have their new days off changed to correspond with their new Squad assignments.

Section 1e. Impact of the 5:3 Schedule on Overtime and Paid-Time-Off Accruals. All overtime duty in the Patrol Division shall be paid at the rate of time and one half for all hours or any portion thereof in excess of the basic workweek or basic workday as referenced in the “Hours of Work” provision (above). Notwithstanding their nine (9) hours basic workday, members of the Patrol Division shall accrue paid-time-off in eight (8) hour increments, including (Vacation, Personal, and Holiday time according to the respective established articles contained herein.). Notwithstanding their nine (9) hour basic work day, the Town and Union agree that if a member takes a full day off (Vacation, Personal, Personal/Sick) that time off will be deducted in eight (8) hour increments. Members assigned to the Patrol Division shall use Flextime and Swaps in nine (9) hour increments in accordance with the basic workday defined in the Patrol Division provision.

Section 1f. 5:3 Schedule Implementation: Number of Permanent Patrol Shift Assignments. The Town shall retain the right to determine the number of permanent patrol shift assignments. The 5:3 schedule goes into effect when a minimum number of officers (who are both qualified and eligible for a patrol bid) is available to be assigned to the above shifts. With regard to the potential need for a temporary schedule in the event that staffing levels are too low to sustain the 5:3 Schedule, the Chief of Police will request the input of the union, and take into consideration the union’s written recommendations, prior to instituting a temporary schedule to ensure both an adequate level of public safety and the safety and well-being of police personnel.

Section 1g. Whenever an employee is removed from their assigned duties for whatever reason (such as temporary assignments to other divisions, worker’s comp leave, maternity leave, extended sick leave, etc.) they shall lose all privileges to their previously bid job assignments for that time period. If an employee should return to their assigned duties, they shall fill their previously bid job if they return to patrol duty.

Section 1h. At the discretion of the shift commander for patrol officers and the commander of the detective division for personnel assigned to the detective division, members of the bargaining unit may be allowed to alter the hours of their assigned shift (known as “flextime”). The use of flextime will be by mutual agreement of both parties. The use of flextime shall neither cost the Town any overtime nor reduce the manpower to a level not consistent with present practices. The Patrol Officers and Sergeants shall work a full nine (9) hour shift with the exception of authorized leave. Once granted, flextime shall not be withdrawn by the Town with less than forty-eight (48) hours’ notice to the affected officer. The purpose of flextime is to allow members of the bargaining unit to adjust the hours of work slightly from their assigned shift. Nothing in this section shall

infringe upon the right of the bargaining unit under Section 1j of this Article (shift swaps). Flextime shall be considered on a case-by-case basis and is not intended for long term or routine occurrences.

Section 1i. Any employee may substitute for another employee on a single shift basis upon the approval of the shift commander whose shift is affected. The employee requesting such substitution should make every effort to make the request forty-eight (48) hours prior to the proposed substitution. Such substitution shall only be denied if it would impose an additional cost to the Town.

Section 1j. Nothing shall preclude any employee from swapping shifts with another employee for the fifty-six (56) day work schedule provided that it does not result in additional cost to the Town. Such employee shall request the approval of such swap from the administrative lieutenant at least fourteen (14) days prior to the start of the fifty-six (56) day work schedule and such approval shall not be unreasonably denied and may not be denied on the grounds of an employee's productivity, attendance or discipline. Such swaps shall only be permitted among employees of the same rank. When a vacancy occurs in the patrol division schedule, any patrol officer may request to swap to that job number, and may be denied that swap only if said swap incurs additional overtime.

Section 1k. When a vacancy occurs in the position of a dispatcher, a patrol officer will not be scheduled into a dispatcher's schedule. This shall apply to vacancies, which are of a prolonged nature and are reasonably foreseen by the department. This is not to change existing policies with respect to filling dispatching vacations, sickness (except prolonged) or other dispatching vacancies of a short duration. Nothing herein precludes the Town from using a patrol officer to fill dispatching vacancies not inconsistent with the contract, past practice and this agreement. The Town agrees to assign only those dispatch-qualified officers who are on the same shift as the vacancy.

Section 1l. When a vacancy occurs in the position of Detective or SRO/Youth Officer, the Chief shall post a notice to fill said vacancy, and shall require all interested officers to apply in writing within thirty (30) days of posting. In choosing an applicant for assignment to the vacant position, the Chief shall consider seniority, performance evaluations, and any other criteria, which he deems necessary and appropriate. Assignment to the Detective or SRO/Youth Officer role shall not be considered a promotion or permanent position for officers appointed after July 1, 2002. Those officers assigned after that date shall serve at the discretion of the Chief.

Assignments for shifts shall be made by bid with preference to seniority as a Detective or SRO and shall be administered by the Detective CO with approval of the Chief. Staffing levels on shift shall be determined by the Detective CO with approval of the Chief based on caseload and department needs. Under an emergency situation either deemed or determined by the Chief, he

shall be allowed to reassign Detectives and SRO’s/Youth Officers to a different shift with reasonable notice.

Detectives (other than the Detective CO) shall receive a five thousand dollar (\$5,000) annual stipend paid quarterly on September 30th, December 31st, March 31st, and June 3rd, and shall discontinue receiving said pay increase once reassigned from the role of Detective.

Section 1m. If an employee is assigned to training, the employee is not to be used in a patrol/supervisory function or capacity during the assigned shift.

Section 2. Communications Division

Section 2a. The Communications Division bid shift period shall be for three (3), twenty-eight (28) day blocks of time. Dispatchers shall bid shifts within the bid period according to seniority from most senior to least senior. Any Dispatcher that fails to place a bid within the allotted time frame listed on the bid sheet shall forfeit their bid and will be placed last in the bid cycle. The Union shall be responsible to post the bid sheet.

	MON	TUE	WED	THU	FRI	SAT	SUN
A SQUAD	1 XX	1 2	1 2	1 2	XX 2	XX 2	1 XX
B SQUAD	3 4 5 XX	3 XX 5 XX	3 XX XX 9	3 4 XX 9	3 4 5 C Sq	XX 4 5 C Sq	XX 4 5 C Sq
	MON	TUE	WED	THU	FRI	SAT	SUN
C SQUAD	6 7 8 XX	6 7 XX XX	6 7 XX B Sq	6 XX 8 B Sq	6 XX 8 9	XX 7 8 9	XX 7 8 9

JOB #	SHIFT	DAYS ON	DAYS OFF
1	A Squad	Sunday – Thursday	Friday & Saturday
2	A Squad	Tuesday – Saturday	Sunday & Monday
3	B Squad	Monday – Friday	Saturday & Sunday
4	B Squad	Thursday – Monday	Tuesday & Wednesday
5	B Squad	Friday – Tuesday	Wednesday & Thursday
6	C Squad	Monday – Friday	Saturday & Sunday

7	C Squad	Saturday – Wednesday	Thursday & Friday
8	C Squad	Thursday – Monday	Tuesday & Wednesday
9	B & C Squad	B: Wednesday & Thursday, C: Friday - Sunday	Monday & Tuesday

“A” Squad shall be 2300 – 0700

“B” Squad shall be 0700 – 1500

“C” Squad shall be 1500 – 2300

Section 2a. Dispatchers will not be allowed to bid the same job number more than twice per bid. There shall not be any changes to an employee’s bid if the next senior employee has already bid. There shall not be any swaps in the bid schedule until the bidding process has been completed.

Section 2b. Nothing shall preclude any employee from swapping shifts with another employee for the twenty-eight (28) day work schedule provided that it does not result in any additional cost to the Town. Shift swap forms shall be submitted no less than fourteen (14) days prior to the start of the twenty-eight (28) day work schedule to the ranking officer that coordinates schedules. Such approval shall not be measuredly denied and may not be denied on the grounds of the employee’s productivity, attendance, discipline, or as a floater. This does not affect the ability of employees swapping single shifts among each other, providing there is no additional cost to the Town.

Section 2c. Full staffing of the Communications Division will be nine (9) full-time employees. A minimum staffing level of two (2) dispatchers will be assigned to dispatch from 0700 – 2300 on a work day.

Section 2d. Should there be a reduction in the number of Dispatchers within the division, job numbers will be eliminated from bid eligibility in the following order: Job #9, Job #4 and then Job #6. If there is staffing to the Communications Division of less than six (6) full-time employees, a temporary schedule will be developed and agreed upon by the Town and the Union. If staffing of the Communications Division falls below a level of six (6) full-time employees, Management has the right, with notification and consultation with the Union, to suspend the minimum staffing level of two (2) Dispatchers 0700 – 2300 on a work day, until such levels are six (6) full-time employees or more.

Section 2e. When a new shift change in established shifts is proposed, or addition of full time positions that will make staffing greater than nine (9), the employer shall consult with the designated union representatives, and after considering their recommendations, develop a schedule.

Section 2f. Part-time Dispatcher shifts will be posted no less than twenty eight (28) days prior to the start of the twenty eight (28) day work schedule.

ARTICLE 8 – OVERTIME COMPENSATION

Section 1. For members assigned to the Patrol Divisions, overtime shall be paid at the rate of time and one half for all authorized work hours, or any portion thereof, in excess of the “basic workweek” or “basic workday” as defined in the “Hours of Work” provision (above).

For members not assigned to the Patrol Division, overtime shall be paid for authorized work in excess of forty (40) hours per week or eight (8) hours per day, and shall be paid at the rate of time and one-half (1 ½) for all hours so worked.

Section 2. Time paid, but not worked, due to illness, shall be considered as time worked for the purpose of computing overtime.

Section 3a. Overtime rates shall be paid for not less than four (4) hours to any employee called back to work for duty that is not contiguous, either before or after, to such employee’s regular shift or last duty assignment. Overtime rates shall be paid for not less than four (4) hours to any employee called back to work between the hours of 2230 to 0730, for duty that is not contiguous either, before or after, to such employee’s regular shift or last duty assignment. In the event an officer is required to work beyond the end of his shift for a period of less than two (2) hours, overtime will be paid in increments of one quarter (¼) of an hour.

Section 3b. Except in cases of emergency, an employee shall not be required to work more than a half (½) shift in addition to his regular shift.

Section 3c. In the event that an “order in/hold over” situation arises for four (4) hours or more, a separate order in/hold over roster shall be established. Said roster shall be initially established based on reverse order of seniority and maintained on a rotational basis.

An employee shall be excluded from such an order in/hold over that would require him/her to work on an authorized day of leave, or on a regularly scheduled day off, including such days that the employee is working an overtime shift, unless no other employee is eligible to be ordered in/held over.

An employee shall be excluded from such an order in/hold over when he/she is assigned to training unless no other employee is eligible to be ordered in/held over.

Employees shall be given a minimum of seven (7) hours of time off between shifts unless no other employee is eligible to be ordered in/held over.

Section 3d. Training is an essential component to ensuring all employees stay abreast of professional best practices, maintain certifications, and provide optimum service to the public. To facilitate this, nothing shall preclude the Chief of Police from assigning employees to training sessions on their regular days off or changing the member’s days off, if feasible, and with the member’s consent. These employees will be compensated in accordance with the overtime provision Article 8 of this contract.

Section 4. The Chief, or his representative, shall establish overtime rosters, which shall be initially established on a seniority basis and maintained on a rotational basis. Regular personnel shall be given first preference for all overtime assignments, including assignments for private duty and public duty.

Section 4a. The Chief or his representative(s) shall fill all overtime by the use of a single computer overtime list initially established according to rank seniority (i.e. Sr. to Jr. Patrolman, Sr. to Jr. Youth Officer, Sr. to Jr. Detective, Sr. to Jr. Sergeant, Sr. to Jr. Lieutenant). When overtime needs to be filled, the individual who is at the top of the computer overtime list, at the rank where the vacancy exists, shall be offered that overtime first.

Should that individual decline the offered overtime, he/she shall maintain their computer overtime list position and that overtime shall then be offered to the next individual on the computer overtime list. Such process shall continue until the overtime is filled. When the overtime is filled, the individual who has accepted and been assigned such overtime is to be recorded as being assigned such on the computer overtime list thus causing his/her name to be rotated to the bottom of the computer overtime list.

Section 4b. In accordance with current practice, the following procedures shall be employed:

- All district overtime defined as open district assignments shall be offered only to patrol officers before being offered to any Detective or Supervisor.
- All dispatch overtime shall be offered to full time dispatchers before being offered to part time dispatchers and to any sworn personnel.
- All detective overtime shall be offered only to detectives.
- All supervisor overtime shall be offered only to supervisors. Lieutenants are only eligible for such supervisory shift overtime that is not being filled by a Sergeant, whether an entire shift, half the shift, or an increment thereof. If a Sergeant is willing to fill a portion of a shift and no other Sergeant is willing to cover the remaining portion of the shift the Lieutenants do not have bumping rights to cover the entire shift, the Lieutenants will only be eligible to cover those hours left unfilled.
- Any individual assigned overtime on a mission specific basis that is overtime not offered to other members, such as, but not necessarily limited to D.A.R.E., for four (4) hours or more, shall have their name rotated to the bottom of the computer overtime list.
- All other overtime including but not necessarily limited to Private Duty, Public Duty and Special Assignments, shall be offered on the basis of position on the Computer overtime list with the individual at the top of the list being offered the overtime first.

Section 4c. Regular personnel shall be given first preference over Reserve Officers for private duty, public duty and special duty. Should no such regular personnel be willing to accept the assignment, the Town shall have the right to fill the assignment with a Reserve Officer. Reserve officers shall not be used to fill patrol overtime assignments..

Section 4d. In the case of vacancies in the position of dispatcher, regular personnel shall be given first preference for overtime assignments but this does not preclude the employer's utilizing part-time dispatchers. Full time dispatchers shall be given first preference for overtime prior to utilizing part-time dispatchers with respect to filling dispatching vacancies.

Section 5. All employees shall be given as much advanced notice as possible prior to the start of an overtime assignment and, if possible, a minimum of four (4) hours.

Section 6. Pay for overtime shall be in addition to and not in lieu of vacation and holiday pay, and will be remitted to employees on a bi-weekly basis.

Section 7. Compensatory time may not be earned for private/public duty. Employees may carry a running total of no more than one hundred-twenty (120) hours of compensation time on the books and carry it over from fiscal year to fiscal year. Employees allowed to accumulate compensatory time must have Departmental approval to utilize said time. Compensatory time off requests will not be approved more than seven (7) days prior to the leave date being requested. Compensatory time will not be granted if it creates overtime. Once an employee's compensatory leave request has been granted said employee is not responsible to fill in vacancies if such should arise.

ARTICLE 9 – HOLIDAYS

Section 1. The following days, or portions thereof, shall be considered as paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Thanksgiving Day
Good Friday	Friday After Thanksgiving
Memorial Day	½ Workday Before Christmas
Juneteenth	Christmas Day
Independence Day	½ Workday Before New Year's Day

All employees, including those assigned to the Patrol Division, will accrue holiday time in eight (8) hour increments.

Section 2a. Employees who work their regularly scheduled shift on the foregoing holidays shall receive two and one-half (2-1/2) times their regular pay. If the employee elects to take time off rather than additional pay, hours off shall be one and one-half (1-1/2) hours off for each one (1) hour worked.

Section 2b. Employees who work any hours on a holiday in addition to their regularly scheduled shift shall receive two and one-half (2-1/2) times their regular rate of pay for all hours so worked.

Section 2c. Employees regularly scheduled off on a holiday and who work on that day shall be compensated in accordance with Section 2(a) of this Article.

Section 3. When one of the foregoing holidays falls on an employee's day off or during his vacation or sick leave, the employee shall have the right to an additional day of vacation or leave or day off. When holiday falls on day off, employee has a day off and eight (8) hours pay.

Section 4. Holiday time must be utilized in the budget year it is earned, and unused holiday time will be paid out at the end of the fiscal year in which it is earned.

Section 5. The Employer may require medical certification for illness the day before or the day after a holiday in order to qualify for holiday pay.

Section 6. Lieu Time. Police officers assigned administrative roles, including SRO's, Support Services Officers and the Accreditation Manager, Detectives and Lieutenants who do not report to work on holidays, shall earn an eight (8) hour increment of time *in lieu* of receiving payment for the holiday (referred to hereinafter as *Lieu Time*), and this time shall be credited to the employee after the holiday. Should such personnel be called back into work on a holiday for which they had previously been told not to report to work, then they shall be paid in accordance with Section 2(c) of Article 9, which indicates that employees regularly scheduled off on a holiday, and who work on that day, shall be compensated two and one-half (2-1/2) times their regular pay, pursuant to Section 2(a) of Article 9. If a Holiday falls on a workday, then the employee will receive Lieu Time, and if the holiday falls on a regularly-scheduled day-off, the employee will receive Holiday Time. Employees subject to this Lieu Time provision will follow the same holiday schedule set forth in section 1 of this Article.

With regard to the police department's role in supporting the municipal's Memorial Day ceremonies, police officers assigned administrative roles are considered essential employees for whom Memorial Day is considered a regular work day. On Memorial Day, if staffing levels and coverage permit, such administrative staff will be granted Lieu Time in order of seniority.

Section 6a. The Town shall not issue payouts for Lieu Time that is accrued but unused. Lieu Time that is accrued must be used in the same fiscal year in which it was earned. Lieu Time cannot be used to generate overtime.

Section 6b. The Town's Chief of Police, or his/her designee, shall determine staffing levels (i.e., staffing levels for the patrol division) for holidays.

Section 6c. Holidays will be defined as those days set forth in Article 9 of the Union contract.

ARTICLE 10 – SENIORITY

Section 1. Seniority means length of continuous service in classification of any member of the unit. Classifications in order of departmental rank are: Lieutenant, Sergeant, Detective, Patrol Officer, Dispatcher, and Animal Control Officer. A member of the unit shall not acquire seniority during his probationary period, but after satisfactorily completing this period, seniority will date from member's date of appointment as a permanent member of the Police Division, or, for employees hired after June 30, 1981 seniority shall date from a member's first workday. When seniority in classification is equal, seniority in the department (i.e. the employee's initial workday) shall prevail.

Section 1a. Seniority will prevail with regard to selection of vacations and in the case of promotions. When there are two (2) or more members of equal qualifications, seniority shall prevail in selection.

Section 1b. Seniority will prevail with regard to the granting of compensation time of the same shift when the requests have been submitted more than fourteen (14) days before the shift. When two employees submit requests for compensation time on the same shift fourteen (14) days or less before the requested date, the earlier submitted request will be honored regardless of seniority.

Section 2. Seniority shall terminate in the event of dismissal or resignation unless reinstated through established grievance procedure.

Section 3. In the event of a reduction in force, the employee with the least seniority in the affected classification shall be laid off first, provided that such employee shall have the option of displacing the least senior employee in the next lower classification in lieu of layoff, unless there is no employee in the next lower classification who has less seniority. For the first twenty four (24) months after layoff, any employee who is laid off shall be afforded the opportunity of returning to the classification from which he was laid off before any new employee is appointed to such classification. Recall to classification shall be in reverse order of seniority. For purposes of this section, when two (2) or more employees have equal seniority in an affected classification, seniority shall be determined by the total seniority in the bargaining unit.

Section 3a. Employees laid off from a particular classification shall have rights of recall within that classification by seniority for two (2) years from the date of layoff, provided employee makes known his desire to return to work within one (1) week of notification.

Section 4. Seniority shall not be broken by vacation, sick time, suspension or any approved leave of absence, or, pursuant to law, by any call to military service, for the duration of the same.

ARTICLE 11 – CLOTHING ALLOWANCE

Section 1.

All members shall receive an annual allowance, which shall be used to purchase uniforms and job-related items with the approval of the Chief of Police. The annual allowance for all members of the unit shall be as follows: Sworn Officers, two thousand, five hundred dollars (\$2,500); Civilian Dispatchers, one thousand, five hundred dollars (\$1,500); and Animal Control Officers, seven hundred and fifty dollars (\$750). The Town shall issue the allowance to members no later than July 31st of each year, or within thirty (30) days of a member's hire date.

Section 2. The uniform between May 30 and September 15 of each year shall be summer weight trousers, short sleeve shirts, summer hat and no necktie. The fall and winter uniform shall be winter weight trousers, long sleeve shirts, winter hat, necktie and all leather nylon jacket or black leather reefer jacket. The style, color and type of uniform shall not be changed during the term of this contract. Uniform changeover will be optional from April 1st through May 30th for short sleeves and optional from September 15th through November 1st for long sleeves. The optional changeover will be at the discretion of the individual officer.

Section 3. Shoulder patches shall be provided by the Town for new uniform purchases, and shall not exceed ten (10) sets per year.

Section 4. Uniforms damaged in line of duty, not as a result of the employee's negligence, shall be repaired or replaced as may be necessary by the Town, provided the loss is reported immediately. Personal items damaged in the line of duty, not as result of the employee's negligence, shall be repaired or replaced as may be necessary by the Town up to the value of three hundred fifty dollars (\$350.00).

Section 5. Any equipment required by the Town, such as flashlights, batteries, and the like, shall be supplied by the Town and remains the property of the Employer.

Section 6. Bullet proof vests will be replaced every five (5) years. An employee whose vest will be five (5) years old in an upcoming year, must notify the Town by February 1st of the year prior for inclusion in the budget. Replacement vests will be equal or better than the current vest.

ARTICLE 12 – COURT DUTY

Section 1. When an employee is required to appear in court, he shall be paid his regular hourly rate, plus any overtime that may be required, to cover the time necessary to travel to court and return, in excess of his regular eight (8) hour day.

Employees required and authorized to travel away from home overnight for court duty shall be paid for time actually in court as well as reasonable travel time, but in no event less than eight (8)

hours and shall be reimbursed for reasonable overnight court duty expenses, not reimbursed by other agencies.

Section 2. If an employee is required to use his own vehicle to travel to and from court, he will be paid in accordance with IRS standards.

Section 3. An employee shall not be required to transport prisoners on his day off, except in the case of emergency, and when required to do so, in case of emergency, he shall be paid one and one-half (1-1/2) times his regular pay rate with a minimum of four (4) hours.

ARTICLE 13 – VACATION

Section 1. All employees, including those assigned to the Patrol Division, will accrue vacation time in eight (8) hour increments. On the employee's anniversary date, full-time employees shall be entitled to vacation leave as follows:

- a. Upon completion of six (6) months of service an employee shall be entitled to vacation with pay of one (1) week / forty (40) hours.
- b. Not less than one (1) year nor more than five (5) years of service, shall be entitled to a vacation, with pay, for two (2) weeks / eighty (80) hours annually.
- c. Not less than five (5) years nor more than ten (10) years of service, shall be entitled to a vacation with pay for three (3) weeks / one hundred-twenty (120) hours annually.
- d. Not less than ten (10) years of service nor more than (15) years of service, shall be entitled to a vacation with pay for four (4) weeks / one hundred-sixty (160) hours annually.
- e. Employees with fifteen (15) years or more of service shall be entitled to one (1) additional day for each year of service to a maximum five (5) weeks' / two hundred (200) hours vacation.

Section 2. Preference as to the time of vacation shall be given to employees of greater seniority, as defined in Article 10, Section 1, such seniority to have bearing on the first two (2) weeks of vacation time requested only.

Section 3. For the purpose of this article, summer prime time vacation shall be June 15 through Labor Day, and winter prime time vacation shall be November 15 through February 1. All employees eligible for vacation of two (2) weeks or more shall be entitled to receive a vacation of two (2) consecutive weeks during the prime vacation periods as the work schedules may permit.

Section 4. Requests for vacation in the summer prime time shall be submitted beginning April 1st and ending April 30th of each year in order for an employee to exercise seniority rights for that period. Requests for winter prime time shall be submitted beginning September 1st and ending September 30th of each year in order for an employee to exercise seniority rights for that period.

Officers shall be notified within five (5) days of the ending dates (May 5th and October 5th) of approved and rejected requests for that period.

Section 4a. Prime vacation time shall be chosen by seniority beginning no later than the specified dates starting with the two (2) most senior persons in each classification, with the exception of patrol officers, which shall have the five (5) most senior person's choose. Each group of the most senior persons in each classification shall have seven (7) days to choose their vacation time by seniority for the prime-time periods, followed by the next group of most senior persons in each classification, who shall have seven (7) days to choose their vacations by seniority for the prime time vacation periods, and so on until all members have had the opportunity to choose vacation time in this manner.

Section 4b. Any employee who fails to sign the vacation roster by the specified dates shall forfeit vacation choice by seniority. Nothing shall preclude an employee from requesting a vacation of five (5) days or more, provided the request is submitted to the Chief not less than fourteen (14) days prior to the start of the schedule in which the intended vacation is to begin. Vacation for emergencies may be granted without the need for a fourteen (14) day notification.

Section 4c. Officers who desire to make vacation requests to be able to accommodate themselves and to enable them to make advance long-term commitment for a vacation may do so by preparing a request to the Chief. The Chief shall cause the posting of a notice via email and, if he receives no objections within fifteen (15) days from officers with more seniority, he may grant the junior employee the time requested and consider seniority rights of senior officers to be waived for that time period.

Section 5. If the employment of a person entitled to an annual vacation is terminated by dismissal, resignation, retirement or death, he shall be paid for any unused vacation time to which he is entitled. On the death of an employee entitled to an unused vacation allowance, the allowance shall be paid to his estate.

Section 6. A maximum of ten (10) vacation days may be carried over into the ensuing year without prior approval of the Chief of Police or Town Manager. The vacation carry over must be used by December 31st.

Section 7. The selection of individual days of vacation or blocks of vacation of less than five (5) days need only be preceded by notice of the date(s) selected at least forty-eight (48) hours in advance provided that the vacancy can be filled if necessary.

Section 8. The vacation schedule will be approved by the Employer, and the Town reserves the right to limit the number of employees on vacation at any given time, but within these limitations seniority shall govern vacation selection.

Section 9. In the event of illness during an employee's vacation period which requires hospitalization, the employee shall have the option of charging the length of his hospitalization and any recuperation period to his sick leave.

Section 10. An employee, due to illness, shall have the right to withdraw any part of his vacation request any time up to the start of his vacation period.

Section 11. When a vacation has been granted, it shall not be interfered with except in case of emergency.

ARTICLE 14 – MANAGEMENT RIGHTS

Section 1. It is recognized that the Town, through its Town Manager, has and will continue to retain the rights and responsibilities to direct the affairs of the department in all of its various aspects, except those specifically abridged or modified by this Agreement. Such rights and responsibilities are inherent in the Town Manager by virtue of statutory and Charter provisions; consequently, actions with respect to such rights and responsibilities are not subject to review, except those specifically abridged or modified by this Agreement. The Union recognizes that the Town's rights, powers and authority include, but are not limited to, the right to manage its operation, direct, select, decrease and increase work force, including hiring, promotion, demotion, transfers, suspension, discharge or layoff. The right to make all plans and decisions on all matters involving its operation, additions and thereto, removal of equipment, scheduling of operations, right to introduce new and improved methods and facilities and to change existing methods and facilities, to maintain discipline and efficiency of employees, to prescribe rules to that effect, determine qualifications of employees and run the Division efficiently. The Union also recognizes the authority and responsibility granted to the Chief of Police by Section 702A of the Town Charter. The Union, therefore, agrees that it and the employees will wholeheartedly cooperate with the Town to assure that each employee performs a fair day's work.

ARTICLE 15 – GRIEVANCE AND ARBITRATION

The purpose of this procedure is to facilitate resolution of internal disputes by encouraging communication and mediation about matters that are subject to this collective bargaining agreement.

Grievances arising out of matters covered by this Agreement, disputes on conditions of employment, and complaints that disciplinary action has been taken for other than just cause, will be processed in the following manner:

Section 1. Grievance Forms and Timelines. All parties to the grievance will use the agreed upon grievance form included in **Appendix H**. Parties must complete all sections of the grievance form, which will serve as the source document for the grievance process, to include

signatures/electronic signatures of union and management representatives and additional pages attached to, or enclosed with, the grievance form.

Time is of the essence relative to this “Grievance and Arbitration” provision (Article 15). If the Town fails to respond within established time limits, or submit an incomplete grievance form, at any step, then the grievant is entitled to proceed to the next step. Grievants who fail to comply with the established time limits, or who submit an incomplete grievance form, at any step shall forfeit rights to further application of this Grievance Procedure. For purposes of this “Grievance and Arbitration” provision (Article 15), a “day” (whether referred to as a “working day” or “business day”) is defined as any day on which the Town Manager’s Office in Town Hall is regularly opened for business.

Submission of grievance forms and related documents will be considered timely if sent at the appropriate step and time to the work emails of the parties.

The Union and Town may waive time or procedural steps at any step by mutual, written agreement between Union officers and the Police Chief or the Police Chief’s designee (Administrative Lieutenant), or between Union officers and the Town Manager or Town Manager’s designee (Human Resources Director).

Section 2. Notice to Immediate Supervisor. An employee of the Union having a grievance must take up the grievance with their immediate supervisor orally. The immediate supervisor shall give an answer orally within five (5) working days.

If the employee is not satisfied with their immediate supervisor’s answer, the employee shall proceed to the first step of the grievance process.

Section 3. Grievance Process Step 1. At this step, the Union shall write out a grievance and submit it to both the Union President and Police Chief.

The Police Chief will render a decision in writing within fifteen (15) working days of receiving the grievance. During this time, the Police Chief, Police Chief’s designee, Union President and grievant will endeavor to meet as soon as possible for the purpose of discussing and potentially resolving the matters set forth in the written grievance. In any grievance involving the payment of wages or other economic benefits pursuant to this Agreement, the Police Chief will confer with the Finance Director regarding resolution of the grievance.

If the employee is not satisfied with the decision of the Police Chief, the grievant and Union shall proceed to the next step of the grievance process within ten (10) working days of receiving the Police Chief’s decision.

Section 4. Grievance Process Step 2. Within ten (10) working days of receiving the Police Chief’s decision, the Union may file a written request for appeal to the Town Manager.

The Town Manager shall render a decision in writing within fifteen (15) working days. During this time, the Town Manager, the Town Manager's designee, Union President and grievant will endeavor to meet as soon as possible for the purpose of discussing and potentially resolving the matters set forth in the written grievance.

Section 5. Grievance Process Step 3. If the decision of the Town Manager is not satisfactory to the Union, it may appeal to the State Board of Mediation and Arbitration within ten (10) working days. The decision of the Arbitration Board shall be final and binding on both parties of this Agreement. Arbitration shall be conducted by the State Board of Mediation and Arbitration in accordance with its rules and procedures. The arbitrators shall be confined in their decision to the meaning and interpretation or the application of the specific provisions of this Agreement. There shall be no power to add to, subtract from, or modify this Agreement.

Section 6. If the grievance does not involve the immediate supervisor, he may be passed by with the grievance first taken up with the Chief in writing. .

Section 7. The cost of arbitration shall be borne equally by the Employer and the Union.

Section 8. Upon mutual agreement, the parties shall utilize the expedited procedures of the Connecticut State Board of Mediation and Arbitration.

ARTICLE 16 – SUBCONTRACTING

It is mutually understood and agreed that the Town may contract out any work covered under this agreement, provided that such contracting out of work will not cause a layoff of employees covered by this Agreement or loss of private, public, or special duty or overtime in amounts presently being realized.

ARTICLE 17 – OTHER LEAVES OF ABSENCE

Section 1. Leave of Absence without loss of pay may be permitted for the following reasons:

- a. Inoculation when required by the municipal employer.
- b. Promotional examinations for promotion to any position in the service of the Division.
- c. Attendance at required training programs, authorized by the employer and at the employer's discretion.
- d. Attendance as a delegate, limited to one (1) member from the unit, and not to exceed five (5) days, to attend a national convention of the Fraternal Order of Police, in any three (3) year period.
- e. Attendance as a delegate, limited to one (1) member from the unit, for one (1) day, in other years, to attend a state convention.

Section 2. Military Leave. Every employee covered by this Agreement who is a member of the Armed Forces of the United States or any Reserve or National Guard unit shall be entitled to military leave as required for such service per the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Connecticut General Statutes.

Section 3. Bereavement Leave. Full-time employees shall be granted a leave of absence with pay for up to four (4) days for the purpose of attending the funeral of a member of their immediate family, or for the purpose of attending to other family obligations in conjunction with the funeral involving a member of the immediate family, provided such leave is requested and approved in advance, in writing, by the Chief of Police. Employees shall be granted up to one (1) day paid leave of absence to attend the funeral of a Close Friend.

The Chief of Police may grant additional time off for travel when the funeral is held more than two hundred (200) miles from town.

“Immediate family” shall be defined to be: Father, Mother, Sister, Brother, Husband, Wife, Child, Step-Child, Mother-in-Law, Father-in-Law, Grandparent, Grandparent-in-Law, Grandchild, Step-Parents, Brother-in-Law, Sister-in-Law, Domestic Partner, Aunt, Uncle, Cousin, Niece, Nephew or other permanent member of the employee’s household.

Section 4. Employees shall be granted four (4) days off with pay for a birth, in the case of employee’s spouse, when needed to attend to family or spouse.

Section 5a. Personal Leave. All employees, including those assigned to the Patrol Division, will accrue personal leave time in eight (8) hour increments. Each employee shall be entitled to three (3) personal leave days with pay each year. Personal leave shall not be taken on a Thanksgiving, Christmas or New Year’s Day. An employee who takes an entire shift off for personal leave cannot be ordered in/hold over for the twenty-four (24) hour period making up that calendar day (i.e. January 18th personal day covers from 0000 hours to midnight on January 18th). If an employee takes less than his/her entire shift in personal time, he/she will still not be subject to an order in/hold over. Once a personal day has been requested and approved, it cannot be changed to another type of paid leave.

Section 5b. Once a request for leave has been denied, employees are precluded from submitting requests for personal leave less than eight (8) hours in advance of the requested shift off.

Section 5c. Two (2) days of personal leave may be carried over as personal leave into the next fiscal year and be forfeited if not used by December 31st.

Section 6. Leave of Absence. An employee may request, in writing, a leave of absence without pay for good cause, up to the maximum of ninety (90) days. The Chief of Police and the Town Manager, in their discretion, may grant such leave when in their judgement such leave will act to the immediate benefit of the Division. Seniority shall not accumulate during said leave

unless said leave is granted for medical reasons or sickness. This provision is limited to once in a career and one (1) person at a time. During said leave, a person shall not work or collect unemployment benefits; to do so is a violation of conditions and subject to disciplinary action.

Section 7. FMLA. An employee who has been employed for twelve (12) months or more is eligible to request FMLA Leave for a maximum of twelve (12) weeks for the reasons below:

- a. To care for your spouse, child or parent who has a serious health condition, or when you are unable to work because of your own serious health condition.
- b. Conditions requiring an overnight stay in a hospital or other medical care facility.
- c. Conditions that incapacitate you or your family member for more than three (3) consecutive days and require ongoing medical treatment.
- d. Chronic conditions that cause occasional periods when you or your family member are incapacitated and require treatment by a health care provider.
- e. The birth of a child and to bond with the newborn child or for the placement of a child for adoption or foster care and to bond with that child. Both men and women have the same right to take FMLA leave to bond with their child but it must be taken within one (1) year of the child's birth or placement and must be taken as a continuous block of leave.

An employee who has accumulated leave balance shall use available leave balance for FMLA in the following order: sick time, personal time and vacation. Health Insurance will continue to be provided and the employee will continue to make any premium share contributions even if they have exhausted all leave balances.

Employees requesting FMLA must provide the Town with appropriate notice, if the employee knows in advance that they will need FMLA as soon as the need for FMLA is known. The Town will then respond in writing within five (5) days as to whether FMLA has been granted. Pursuant to Federal law, FMLA may be granted once in a twelve (12) month period (with the twelve (12) month period being defined as twelve (12) months from the actual return to work date from a previously granted FMLA).

The Town may request a medical certification from the employee. If there is a request for medical certification, the employee must provide said certification within fifteen (15) days of the request. It is the employee's responsibility for the cost of providing said certification from the health care provider. If the employee fails to provide the requested medical certification the FMLA leave request will be denied.

The medical certification must include some specific information including:

- a. Contact information for the health care provider.

- b. When the serious health condition began.
- c. How long the condition is expected to last.
- d. Whether the employee is able to work or if the family member is in need of care; and
- e. Whether the leave needs to be continuous or intermittent. If intermittent the certification should include an estimate of how much time you will need for each absence, how often each absence will be required and information establishing the medical necessity for taking such intermittent leave.

If the Town finds the necessary information is missing from the certification it must notify the employee in writing of what additional information is needed to make the certification complete and the employee must provide the missing information within seven (7) calendar days.

If the Town has concerns about the validity of the certification, it may request a second opinion at the Town's expense. If the first and second opinions differ the Town may request a third opinion at the Town's expense.

ARTICLE 18 – SICK LEAVE

Section 1. Employees shall be entitled to eighteen (18) days of sick leave in any one year on the basis of one and one-half (1-1/2) days (based on an eight (8) hour day) for each full month worked. New employees may “borrow” up to nine (9) days of sick leave during the first six (6) months of employment without regard to the accrual provisions of this section, but thereafter sick days are available only to the extent of actual accrual. No more than eighteen (18) paid sick days may be used during the first year of employment.

Section 2. Allowable sick leave shall accumulate up to the extent not used. If an employee was employed by the Town of Rocky Hill prior to his employment in the Police Division, he shall be entitled to sick leave accumulated while in such other employment which is not used, in addition to sick leave allowable under Section 1 above. In the event of absence of three (3) consecutive days, or if there is reasonable suspicion to believe that sick leave is being abused, the Town may request a physician's medical certification of disability. No such certification for absence of less than three (3) consecutive days shall be required except after written notice of suspected abuse is given to the employee involved. In case of suspected abuse, medical certification shall be by mutually agreeable physician, and the Town shall bear the expense of such certification.

Section 3. Loss of time due to job-incurred injury from the actual performance of police duty, when certified by a licensed physician and covered by Workers' Compensation, is not deductible from sick leave credits. The Town shall pay one hundred percent (100%) of salary during the first six (6) calendar months and eighty-five percent (85%) of salary during the next six (6) calendar months of such lost time, provided that the employee agrees in writing in advance to sign over to the Town his Workers' Compensation weekly benefits checks when they are issued.

Section 4. Upon the death or retirement under the Town pension plan, or separation from employment, any employee in good standing who is eligible for sick leave, payment of unused sick leave credits shall be paid to the officer or his estate in an amount equal to his accrued sick leave according to the following schedule, without reduction of rights under the Workers’ Compensation Act:

- Less than three (3) years, nothing;
- After completion of three (3) years of service, one-fifth (1/5) of time accrued;
- After completion of seven (7) years of service, two-fifths (2/5) of time accrued;
- After completion of ten (10) or more years of service, one-half (1/2) of time accrued;
- Death in the line of duty: one hundred percent (100%) of time accrued, up to a maximum of one (1) year annual salary.

ARTICLE 19 – INSURANCE AND RETIREMENT

Section 1. Introduction. This article and summaries included in the APPENDICES describe insurance benefits. It is agreed and understood by the parties that the insurance descriptions contained in this Agreement and APPENDICES are descriptive only and are not insurance policies. All questions or issues concerning insurance coverage and related matters shall be determined by reference to the actual insurance policy documents issued or possessed by the insurers. In the event of error or misstatement in this Agreement or APPENDICES, the insurance policies shall always prevail.

Section 2. Eligibility. Health Insurance benefits shall be in accordance with the provisions set forth in this Article.

Section 3. Group Medical Insurance.

Group Medical Insurance. The current health insurance plan (High Deductible Health Plan with Health Savings Account), including benefits and costs, shall remain in effect until June 30, 2024 as described in APPENDIX D. Effective July 1, 2024, members shall be moved into the Connecticut State Partnership Plan 2 (which is a PPO Plan) (hereinafter referred to as the “SPP”), as described in APPENDIX F. The Memorandum of Agreement (MOA) signed on May 7, 2024 and included in APPENDIX G of this contract, shall govern matters related to SPP changes or termination.

Section 4. Premium Share. Effective July 1, 2021, members’ health care premium share will be as follows below:

Contract Year	Employee Share	Medical Plan
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July 1, 2024 – June 30, 2025	10%	PPO Plan Only
July 1, 2025 – June 30, 2026	10%	PPO Plan Only
July 1, 2026 – June 30, 2027	10%	PPO Plan Only

The Town and its Insurance Broker Representatives (OneDigital) will provide written materials, as requested/needed, regarding benefits and cost of the new health insurance plan proposed.

Section 5. Medical Insurance Waiver. Notwithstanding the above, effective with the issuance of an arbitration award, employees may voluntarily elect to waive in writing all health insurance coverage outlined above and, in lieu thereof, shall receive an annual payment in the following amounts:

Single Coverage	\$2,000
Employee Plus One Coverage	\$2,250
Family Coverage	\$2,750

Payment to those employees waiving such coverage shall be made in equal payments during the months of November, January, April and June.

Where a change in an employee’s status prompts the employee to resume Town provided insurance coverage, the written waiver may, on written notice to the Town, be revoked. Upon receipt of revocation of the waiver, insurance coverage shall be reinstated as soon as possible; subject, to any regulations or restrictions, including waiting periods, which may then be prescribed by the appropriate insurance carriers. Depending upon the effective date of such reinstatement coverage, appropriate financial adjustments shall be made between the employee and the Town to ensure that the employee has been compensated, but not overcompensated, for any waiver elected in this section.

Notice of intention to waive insurance coverage must be sent to the Finance Director not later than April 1st to be effective on July 1st of each contract year.

Waiver of premium procedures must be acceptable to the applicable insurance carrier and at no time shall the Town be deemed as a self-insurer under this subsection.

An employee’s election to select or waive group medical insurance shall remain in effect for a minimum of two (2) years or until the occurrence of a “**qualifying event**” as defined by the insurance company subject to any regulations or restrictions, including waiting period which may be prescribed by the insurance carrier. A change in election shall also remain in effect for a minimum of two (2) years. Any employee eligible to make such election (other than an election made upon initial employment) shall make the election during the month of February by

submitting the appropriate election form to the Payroll office. Such election shall become effective on the next April 1st.

A **qualifying event** is generally defined as marriage or divorce; birth, adoption, or placement for adoption; death of dependent; change in employment status of self or dependent; loss of other coverage, or loss of dependent status. If an employee has questions as to what matters to meet the definition of a qualifying event, the employee should reference the actual insurance policy documents issued or possessed by the insurer, or speak with an insurance carrier representative, the Town's Benefits Administrator, or Human Resources.

Section 6. Group Dental Coverage. All employees, including those hired prior to July 1, 2022 and those hired on or after July 1, 2022, may elect to enroll in the Dental Plan, as described in APPENDIX F.

Section 7. Section 125 Pre-Tax Contribution. In accordance with Public Act No. 07-185, any employee for which any portion of the premiums for health insurance are deducted from the employees' pay shall be offered the opportunity to have such portion excluded from their gross income for state or federal income tax purposes, except as required under Section 125 of the Internal Revenue Code of 1986, or any subsequent corresponding internal revenue code of the United States, from time to time amended. In order to be eligible for this benefit, a Salary Reduction Agreement signed by the employee must be submitted.

Section 8. Retiree Medical Insurance Coverage. Health Insurance for retirees is set forth in the Pension Plan.

Section 9. Retirement. Retirements taking place after October 20, 2003 shall be applied in accordance with the Pension Plan on file. Civilian Dispatchers and Animal Control Officers shall continue to be covered by the Town pension plan rather than the Police pension plan.

Section 10. Group Life Insurance. \$3,000 in group life insurance is provided for all bargaining unit employees. Basic benefit is doubled in the event of accidental death. This coverage will not be subject to any premium share on the part of the employee, therefore the employee shall not have the right to waive coverage. In addition, for participants in the Defined Benefit Plan and Defined Contribution Plan, group life insurance is provided in the amount of one and one-half (1-1/2) times the bargaining unit employee's salary, up to a maximum of \$150,000.

Section 11. Change of Carriers/Funding Arrangements. The Town shall have the right to change any insurance carrier, provided the total coverage and benefits shall be equal to or better than that provided at the signing of this Agreement. If there is any meaningful change in the total coverage and benefits, the Town must negotiate with the Union prior to changing carriers. Any contract for health insurance must be approved by the Union prior to being offered to the employees. Nothing in this section shall preclude the Town from examining other health insurance options, including going out to bid.

Section 12. Subrogation Rights. The Town shall have full subrogation rights in any case where employees receive court judgments or settlements for lost wages or medical benefits covering any period during which the employees have received continued salary payments or have been reimbursed for medical expenses from the Town during a period of absence. If the Town exercises its subrogation rights and recovers monies covering absences for which accumulated sick leave was utilized, no sick leave shall be deducted from an employee's credit for such periods.

A pro-rated portion of any attorney's fees and costs paid by the employee as the result of the court judgment or settlement for which the Town receives monies under the subrogation agreement shall be deducted from the amount due the Town.

ARTICLE 20 – MISCELLANEOUS

Section 1. Space will be provided in the Assembly Room for a Union bulletin board of reasonable size, to be supplied, but not maintained by the employer, for the posting of notices of Union business. The employer may use this bulletin board to post other matters of interest to the members of the unit.

Section 2. A single copy of General Orders, Special Orders, and Personnel Orders, issued subsequent to the date of this agreement, will be supplied to the Union upon request.

Section 3. Members of the unit shall be permitted to live outside of the Town within a radius of thirteen (13) road miles.

Section 4. The employer and members of the unit will cooperate in the enforcement of safety rules and regulations. Complaints with respect to unsafe and unhealthy working conditions shall be brought to the attention of the employee's superior officer, or the Chief. Employees will not be required to operate motor vehicles, which have been determined by their supervisor to be unsafe, using Motor Vehicle Regulations as a guide.

Section 5. The employer will provide a copy of this agreement, after execution, to all members of the bargaining unit and to all new employees upon hiring.

Section 6. The employer will provide each permanent and probationary officer with a copy of the Rules and Regulations of the Police Division; Ordinances of the Town, and Traffic Ordinance and Regulations adopted hereunder.

Section 7. In an accident involving a Town vehicle, the driver may not be relieved of duty, or any disciplinary action taken, until the Chief has conducted a complete investigation and allowed the person involved an opportunity to be heard. Nothing shall preclude the Chief from assigning an officer to administrative duties during the investigation, and this shall be considered without prejudice.

Section 8. Longevity Pay. Longevity pay shall be provided on the following basis, and will be paid annually during the pay period that encompasses the employee’s anniversary date:

- After completion of five (5) years of service: \$500.00
- After completion of ten (10) years of service: \$1,000.00
- After completion of twenty (20) years of service \$2,000.00

Section 9. Educational Incentive. Educational incentive shall be paid on the basis of seven hundred fifty dollars (\$750) per year after completion of an Associate’s Degree, one thousand dollars (\$1,000) per year after completion of a Bachelor’s Degree and one thousand three hundred dollars (\$1,300) per year after completion of a Master’s Degree. Employees are not eligible for this educational incentive until successful completion of their probationary period.

Section 10. Tuition Reimbursement. Reimbursement for tuition and books, for up to two thousand dollars (\$2,000) per Town budget year (July 1 – June 30) for a Bachelor’s degree, and up to two thousand four hundred dollars (\$2,400) per Town budget year (July 1 – June 30) for a Master’s degree, to be paid upon the satisfactory completion of a previously approved course in a systemized educational program in an accredited college or university. Reimbursement shall be made following submission to the Finance Department of proof of payment and proof of satisfactory completion of the course (earning a final grade of “C” or higher).

Requests for tuition reimbursement in accordance with Section 10 shall be submitted to the Finance Director prior to February 15th for inclusion in the next fiscal year budget.

Section 11. Perfect Attendance. Each regular FT officer, FT dispatcher and FT animal control officer shall receive one (1) day off with pay after completing each continuous period of four (4) months of perfect attendance. In computing perfect attendance, sick leave, and suspension shall break perfect attendance. Authorized personal leave and annual leave (vacation) does not break perfect attendance. An employee may elect to receive an extra day’s pay at straight time rates in lieu of taking a day off with pay.

Section 12. Promotions to the position of Detective, Sergeant, and Lieutenant shall be from within the bargaining unit when there are qualified applicants in the bargaining unit.

Section 13. When a regular officer is assigned by the Chief, or his designee, to be in charge of a shift, he will be designated a Corporal and paid the starting step of the Sergeant’s pay scale.

Section 14. Probationary Period. The probationary period for new employees, who, at the time of hiring, are not properly certified to perform the duties and responsibilities of regular sworn police officers in Connecticut, shall begin following successful completion of the Police Academy and following successful completion of the officer’s Field Training Program (FTO); the probationary period for new employees who at the time of hire have such valid certification, shall begin with the first day of actual work as a police officer in Rocky Hill following successful

completion of the officer's Field Training Program (FTO). The probationary period for a dispatcher shall begin following successful completion of the dispatcher's Field Training Program (FTO). This probationary period in all cases shall be twelve (12) months, with written evaluation and report at six (6) and twelve (12) months. This period may not be extended. Probationary employees may be discharged without recourse to the grievance procedure. Employees shall be given written notice of satisfactory completion of the probationary.

Section 15. If any program is instituted whereby civilian volunteers are used in conjunction with police officers to perform duties which have historically been performed by police officers alone, the details of such program will be discussed with the Union prior to implementation.

Section 16. The Town will continue to contract out the cleaning of uniforms for regular police officers, including the Animal Control Officer and Civilian Dispatchers. The Town will pay the entire cost of such contracted cleaning service.

Section 17. Individual officers shall not have the right to decline riding with civilians or Explorer Cadets in their police cruisers, and shall receive one (1) hour of Compensatory Time for four (4) hours or more of time spent riding with such. "Ride-Alongs" will be for no more than four (4) hours per officer, per shift.

Section 18. A Grooming Standards Committee will be appointed by the Union and the Chief (the Union and the Chief to have two (2) appointments each). The purpose of this Committee is to establish reasonable standards for Police Division dress and grooming. All committee recommendations will be subject to final approval of the Town Manager, which shall not be unreasonably withheld.

Section 19. The parties agree that for the duration of this Agreement the present qualifications for all promotions in the Rocky Hill Police Division below the level of Deputy Chief shall not be changed, other than for appointment to the Detective Division referred to in Article 7, Section 1m. For the duration of this Agreement, for the position of Sergeant three (3) years of full-time police officer status with the Rocky Hill Police Department is required to be eligible to take the examination. For the positions of Youth Officer, Detective three (3) years of full-time police officer status with the Rocky Hill Police Department is required for appointment to these positions. Assignment to the Detective/Youth Division shall not be considered a promotion or permanent position for officers appointed after July 1, 1997. Those officers assigned after that date shall serve at the discretion of the Chief.

Section 20. Officers assigned to K-9 Division shall be allowed a minimum of one (1) day per month for training to be paid at straight time rate of pay; he shall also be assigned a specific car for said training. All expenses relative to upkeep of K-9 dogs will be paid by the Town, including full-time insurance, food, and veterinarian providing the pen at officer's home, and training equipment.

Section 21. Officers assigned as Canine Officers shall receive a four thousand five hundred dollar (\$4,500) annual stipend, in lieu of overtime, for canine care in conformance with Federal Regulations. Said stipend will be paid on March 31st, June 30th, September 30th and December 31st. This stipend will discontinue when the officer discontinues his/her duties as a Canine Officer.

Section 22. The employer shall maintain an accurate and up-to-date record of each employee's sick leave and vacation and shall provide a copy annually to each employee during the month of January of each year.

Section 23. Each employee, upon request to the Chief of Police, or his designee, may review his personnel file. The Town agrees that it shall maintain each employee's departmental personnel file in an orderly manner, as up-to-date as possible, and with correct information. No document shall be placed in any member's file without his written knowledge. Said items may be subject to the challenge under the grievance procedure.

Section 23a. Only one official personnel file shall be maintained on each employee. Only documents in such file may be relied upon by the Town for any administrative purposes. No material may be placed in an employee's personnel file unless the employee has had an opportunity to acknowledge it, in writing, and receive a concurrent copy. If such employee refuses to acknowledge the document in writing, it shall be placed in his/her file with a notation indicating his/her refusal.

Section 24. When the context so requires, the masculine gender shall include the feminine and the feminine shall include the masculine, and the singular shall include plural and the plural the singular.

Section 25. The Town and the Union recognize it may be to their mutual benefit to provide light duty assignments to members of the bargaining unit who have either job-related or non-job-related injuries or sickness. The Town shall maintain a listing of duties which might be performed by a member of the unit while on light duty. Such listing of duties shall be subject to change by the Town at its discretion. Examples of light duty assignments may be, but shall not be limited to, clerical, property inventory. Employees on light duty status shall be required to wear normal business attire.

The establishment of a light duty assignment listing shall not guarantee such assignments will be available when a member of the unit sustains a job-incurred injury.

Members of the unit shall not have the right to reject any light duty assignment. Light duty shall not be assigned which conflict with orders of the employee's doctor.

ARTICLE 21 – COMPLAINTS

Section 1. If a false complaint or allegation is made against any police officer, the Chief of Police, the Union Executive Board, and the police officer involved will meet to review the charges and discuss whether or not the matter should be presented to appropriate prosecutorial persons.

Section 2. Suspensions for criminal offenses or in emergency situations shall be effective immediately. Suspensions for non-criminal and non-emergency offenses shall take effect in accordance with the following procedure. When a misconduct is alleged, the Chief of Police shall appoint a disciplinary board comprised of the Chief or Deputy Chief, a representative of the Union, designated by the Union, and an employee of equal rank to the accused employee, except, in cases involving supervisory personnel, where the officer member of the panel shall be designated by the Chief or Deputy Chief and the Union representative from any supervisory rank. In the event that the Chief or Deputy Chief and the Union representative are unable to agree on the third member of the disciplinary board, the Chief or Deputy Chief and the Union Representative shall each submit three (3) names to the Town Manager, who shall choose the third member of the disciplinary board from the names submitted. The disciplinary board shall review the allegations and report recommended findings of fact and disciplinary action, if any, to the Chief of Police in writing. The Chief shall review said recommended findings and disciplinary action in determining the length of any suspension. Any discipline imposed by the Chief of Police which is in excess of that recommended by the disciplinary board may be effected only after the hearing and appeal process specified in the grievance procedure in Article 15 is exhausted. An officer may choose to eliminate the disciplinary board step and accept the discipline recommended by the Chief.

ARTICLE 22 – NO STRIKE

Continuous and uninterrupted service by the Town and its employees to the citizens and orderly collective bargaining relations between the Town and its employees being essential considerations of this Agreement, the Union agrees on behalf of itself and its members, individually and collectively, that there shall not be any strikes, picketing, boycotting, work stoppages, sit-downs or slow-downs, or a concerted refusal to render services or to work, including overtime, or any other curtailment or restriction of work at any time during the term of this Agreement.

In the event of a violation of this Article by the Union and/or the employees, the Employer may, in addition to other remedies, discipline such employees up to and including discharge.

ARTICLE 23 – WAIVER OF BARGAINING RIGHTS

The Town and the Union expressly waive and relinquish the right, and each agrees that the other shall not be obligated during the term of this agreement, to bargain collectively with respect to any subject matter, whether referred to or covered in this agreement or not specifically referred to or covered in this agreement, even though each subject or matter may not have been within the knowledge or contemplation of either or both the Employer or the Union at the time they negotiated

or executed this agreement and even through such subjects or matter was proposed and later withdrawn.

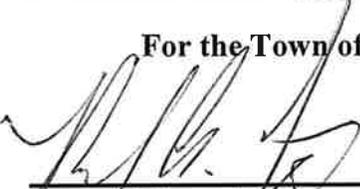
ARTICLE 24 – SEVERABILITY

Should any provision of this agreement be contrary to law, statute or ordinance, that provision only shall not be binding on either party; this, however, shall have no effect on any other provision of this agreement, all of which shall remain in full force and effect for the term of the agreement.

ARTICLE 25 – DURATION

Section 1. This Agreement shall be in effect from the date of signing of the contract and shall remain in effect through June 30, 2027.

Section 2. This Agreement shall remain in effect from year to year after the expiration date set forth above, unless not more than one hundred eighty (180) days nor less than ninety (90) days prior to the expiration date, notice has been served in writing that either party intends to amend or modify this agreement within ten (10) days after receipt of such notice by either party, a conference shall be held between the Town and the Union to negotiate such proposed changes.

For the Town of Rocky Hill		For the Fraternal Order of Police (FOP), Lodge #043	
	<u>2/24/25</u>		<u>2/24/2025</u>
Raymond Carpentino, Town Manager	Date	Samuel Cruz, President	Date
	<u>2/24/25</u>		<u>2/24/2025</u>
Dana McGee, Director of Human Resources and Legal Compliance	Date	Brandon Caires, Vice President	Date
	<u>2/26/25</u>		
Mona McKim, Director of Finance and Operations	Date		

APPENDIX A – WAGE RATES; JULY 1, 2024 (2.50%)

	Minimum Start	12 Months	24 Months	36 Months	Maximum 48 Months
<u>Patrol Officer</u>					
Annual	89,559.05	94,555.45	99,498.12	104,440.79	109,437.19
Bi-Weekly	3,444.58	3,636.75	3,826.85	4,016.95	4,209.12
Hourly Rate	43.0572	45.4594	47.8356	50.2119	52.6140
<u>Sergeant</u>					
Annual	116,448.26	121,337.20	126,387.33	131,330.00	131,330.00
Bi-Weekly	4,478.78	4,666.82	4,861.05	5,051.15	5,051.15
Hourly Rate	55.9847	58.3352	60.7631	63.1394	63.1394
<u>Dispatcher</u>					
Annual	66,484.30	71,507.56	76,557.68	81,688.39	86,980.27
Bi-Weekly	2,557.09	2,750.29	2,944.53	3,141.86	3,345.39
Hourly Rate	31.9636	34.3786	36.8066	39.2733	41.8174
<u>Animal Control</u>					
Annual	60,950.66	66,000.78	70,647.96	75,805.53	80,345.27
Bi-Weekly	2,344.26	2,538.49	2,717.23	2,915.60	3,090.20
Hourly Rate	29.3032	31.7311	33.9654	36.4450	38.6275
<u>Detective/YO</u>					
Annual	97,429.72	102,426.12	107,315.06	112,311.46	117,361.58
Bi-Weekly	3,747.30	3,939.47	4,127.50	4,319.67	4,513.91
Hourly Rate	46.8412	49.2433	51.5938	53.9959	56.4238
<u>Lieutenant</u>					
Annual	137,938.13	137,938.13	137,938.13	144,277.65	144,277.65
Bi-Weekly	5,305.31	5,305.31	5,305.31	5,549.14	5,549.14
Hourly Rate	66.3164	66.3164	66.3164	69.3643	69.3643

APPENDIX B – WAGE RATES; JULY 1, 2025 (2.50%)

	Minimum Start	12 Months	24 Months	36 Months	Maximum 48 Months
<u>Patrol Officer</u>					
Annual	91,798.03	96,919.33	101,985.57	107,051.81	112,173.12
Bi-Weekly	3,530.69	3,727.67	3,922.52	4,117.38	4,314.35
Hourly Rate	44.1337	46.5958	49.0315	51.4672	53.9294
<u>Sergeant</u>					
Annual	119,359.46	124,370.64	129,547.01	134,613.25	134,613.25
Bi-Weekly	4,590.75	4,783.49	4,982.58	5,177.43	5,177.43
Hourly Rate	57.3844	59.7936	62.2822	64.7179	64.7179
<u>Dispatcher</u>					
Annual	68,146.41	73,295.25	78,471.62	83,730.60	89,154.77
Bi-Weekly	2,621.02	2,819.05	3,018.14	3,220.41	3,429.03
Hourly Rate	32.7627	35.2381	37.7267	40.2551	42.8629
<u>Animal Control</u>					
Annual	62,474.42	67,650.80	72,414.16	77,700.67	82,353.90
Bi-Weekly	2,402.86	2,601.95	2,785.16	2,988.49	3,167.46
Hourly Rate	30.0358	32.5244	34.8145	37.3561	39.5932
<u>Detective/YO</u>					
Annual	99,865.46	104,986.77	109,997.94	115,119.24	120,295.62
Bi-Weekly	3,840.98	4,037.95	4,230.69	4,427.66	4,626.75
Hourly Rate	48.0122	50.4744	52.8836	55.3458	57.8344
<u>Lieutenant</u>					
Annual	141,386.59	141,386.59	141,386.59	147,884.59	147,884.59
Bi-Weekly	5,437.95	5,437.95	5,437.95	5,687.87	5,687.87
Hourly Rate	67.9743	67.9743	67.9743	71.0984	71.0984

APPENDIX C – WAGE RATES; JULY 1, 2026 (2.50%)

	Minimum Start	12 Months	24 Months	36 Months	Maximum 48 Months
<u>Patrol Officer</u>					
Annual	94,092.98	99,342.32	104,535.21	109,728.11	114,977.44
Bi-Weekly	3,618.96	3,820.86	4,020.59	4,220.31	4,422.21
Hourly Rate	45.2370	47.7607	50.2573	52.7539	55.2776
<u>Sergeant</u>					
Annual	122,343.45	127,479.90	132,785.68	137,978.58	137,978.58
Bi-Weekly	4,705.52	4,903.07	5,107.14	5,306.87	5,306.87
Hourly Rate	58.8190	61.2884	63.8393	66.3359	66.3359
<u>Dispatcher</u>					
Annual	69,850.07	75,127.63	80,433.41	85,823.86	91,383.64
Bi-Weekly	2,686.54	2,889.52	3,093.59	3,300.92	3,514.76
Hourly Rate	33.5818	36.1191	38.6699	41.2615	43.9344
<u>Animal Control</u>					
Annual	64,036.28	69,342.07	74,224.52	79,643.19	84,412.75
Bi-Weekly	2,462.93	2,667.00	2,854.79	3,063.20	3,246.64
Hourly Rate	30.7867	33.3375	35.6849	38.2900	40.5831
<u>Detective/YO</u>					
Annual	102,362.10	107,611.44	112,747.89	117,997.23	123,303.01
Bi-Weekly	3,937.00	4,138.90	4,336.46	4,538.35	4,742.42
Hourly Rate	49.2125	51.7363	54.2057	56.7294	59.2803
<u>Lieutenant</u>					
Annual	144,921.25	144,921.25	144,921.25	151,581.70	151,581.70
Bi-Weekly	5,573.89	5,573.89	5,573.89	5,830.07	5,830.07
Hourly Rate	69.6737	69.6737	69.6737	72.8758	72.8758

APPENDIX D – HIGH DEDUCTIBLE HEALTH PLAN (HDHP) WITH HEALTH SAVINGS ACCOUNT (HSA)

Effective July 1, 2022, all employees will be enrolled in the High Deductible Health Plan (HDHP) with Health Savings Account (HSA), as described in this appendix.

High Deductible Health Plan with Health Savings Account

Non-Gatekeeper

In Network

Deductible \$2,000 / \$4,000 Combined with Out of Network

Coinsurance 100 / 0, After Deductible

\$0 Wellness, Deductible Waived

All Other Medical 0% After Deductible

Out of Pocket Maximum \$3,000 / \$6,000

Out of Network

Deductible \$2,000 / \$4,000 Combined with In Network

Coinsurance 80 / 20, After Deductible

Out of Pocket Maximum \$4,000 / \$8,000

In Network RX

Rx Card \$5 / \$10 / \$20 After Plan Deductible

Mail Order – 2x Copay After Plan Deductible

Unlimited Maximum

APPENDIX E – DENTAL PLAN

CO-PAY DENTAL

The Co-Pay Dental Plan covers diagnostic, preventative and restorative procedures necessary for adequate dental health.

COVERED SERVICES INCLUDE:

- ✓ Oral Examinations
- ✓ Periapical and bitewing x-rays
- ✓ Topical fluoride applications for members under age 19
- ✓ Prophylaxis, including cleaning, scaling and polishing
- ✓ Relining of dentures
- ✓ Repairs of broken removable dentures
- ✓ Palliative emergency treatment
- ✓ Routine fillings consisting of silver amalgam and tooth color materials; including stainless steel crowns (primary teeth) *
- ✓ Simple extractions**
- ✓ Endodontics-including pulpotomy, direct pulp capping and root canal therapy (excluding restoration)

*Payment for an inlay, onlay or crown will equal the amount payable for a three-surface amalgam

filling when the member is not covered by Dental Amendatory Rider A.

**Payment for a surgical extraction or a hemisection with root removal will equal the amount payable for a simple extraction when the member is not covered by the Dental Amendatory Rider A.

DENTAL AMENDATORY RIDER A - ADDITIONAL BASIC BENEFITS

In addition to the services provided under your dental program, the following additional basic benefits are provided:

- Inlays (not part of bridge)
- Onlays (not part of bridge)
- Crown (now part of bridge)
- Space Maintainers
- Oral surgery consisting of fracture and dislocation treatment, diagnosis and treatment of cyst and abscess, surgical extractions and impaction
- Apicoectomy

The dental services listed above are subject to the following qualifications:

We will pay for individual crowns, inlays and onlays only when amalgam or synthetic fillings would not be satisfactory for the retention of the tooth, as determined by us.

We will not pay for a replacement provided less than five (5) years following a placement or replacement which was covered under this Rider. We will not pay for individual crowns, inlays or onlays, placed to alter vertical dimension, for the purpose of precision attachment of dentures, or when they are splinted together for any reason.

DENTAL AMENDATORY RIDER D - ORTHODONTICS

The following Orthodontic services are provided:

Handicapping malocclusion for a member under age 19, consisting of the installation of orthodontic appliances and orthodontic treatments concerned with the reduction or elimination of an existing malocclusion through the correction of malposed teeth.

The maximum amount payable for orthodontic services is \$600.00 per member per lifetime.

ACCESSING BENEFITS:

Participating Dentists Benefits

The insurance carrier will pay the negotiated contracted fee, for the dental services described in this Appendix. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

Non-Participating Dentists Benefits

In the event a non-participating dentist renders these services, the insurance carrier will pay the Maximum Allowable Charge for the location of service rendered. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist

APPENDIX F – STATE OF CONNECTICUT PARTNERSHIP PLAN 2

Effective July 1, 2024, all employees will be enrolled in the State of Connecticut Partnership Plan 2 (PPO Plan) as described in the Summary of Benefits in this Appendix.

Additionally, all employees will be eligible to enroll in the Dental and Vision Plan as described in the Summary of Benefits in this Appendix.

⚠ The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, visit www.osc.ct.gov/anthemctpartner. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copay, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at <http://www.cciio.cms.gov> or call Quantum Health at 1-833-740-3258 to request a copy.

Important Questions	Answers	Why This Matters:
<p>What is the overall deductible?</p>	<p><u>In-network</u>: \$350/individual; \$1,400/family; waived for HEP members <u>Out-of-network</u>: \$300/Individual; \$900/family</p>	<p>Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. Once you or a family member meets the individual deductible amount, the plan begins to pay for you or that family member. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.</p>
<p>Are there services covered before you meet your deductible?</p>	<p>Yes. <u>In-network</u> primary care and specialist office visits, <u>in-network</u> preventive care, <u>prescription</u> drugs, <u>emergency room care</u>, <u>in-network</u> urgent care, <u>in-network</u> mental health and substance abuse outpatient services, and <u>in-network</u> eye exams are covered before you meet your deductible.</p>	<p>This plan covers some items and services even if you haven't yet met the deductible amount. But a <u>copay</u> or <u>coinsurance</u> may apply. For example, this plan covers certain <u>preventive services</u> without <u>cost sharing</u> and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/</p>
<p>Are there other deductibles for specific services?</p>	<p>No.</p>	<p>You don't have to meet deductibles for specific services.</p>
<p>What is the out-of-pocket limit for this plan?</p>	<p>Medical: <u>In-network</u>: \$2,000/individual; \$4,000/family; <u>Out-of-network</u> \$2,300/individual; \$4,900 family <u>Prescription</u> drugs: \$4,600/individual; \$9,200/family</p>	<p>The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.</p>
<p>What is not included in the out-of-pocket limit?</p>	<p><u>Premiums</u>, <u>balance-billing</u> charges, penalties for failure to obtain prior authorization for services, and health care this plan doesn't cover.</p>	<p>Even though you pay these expenses, they don't count toward the out-of-pocket limit.</p>
<p>Will you pay less if you use a network provider?</p>	<p>Yes. See carecompass.quantum-health.com or call 1-833-740-3258 for a list of network providers.</p>	<p>This plan uses a <u>provider network</u>. You will pay less if you use a provider in the plan's network. You will pay the most if you use an <u>out-of-network provider</u>, and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> charge and what your plan pays (<u>balance billing</u>). Be aware your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.</p>

Important Questions	Answers	Why This Matters:
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .

 All copay and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Preferred In-Network Provider (You will pay the least)	In-Network Provider	Out-of-Network Provider (You will pay the most)	
If you visit a health care <u>provider's office</u> or clinic	Primary care visit to treat an injury or illness	No charge. <u>Deductible</u> does not apply.	\$15 <u>copay</u> /visit. Waived if no in-state preferred <u>provider</u> . <u>Deductible</u> does not apply.	20% <u>coinsurance</u>	None.
	<u>Specialist</u> visit	No charge. <u>Deductible</u> does not apply.			
	Preventive <u>care/screening/immunization</u>	No charge. <u>Deductible</u> does not apply.	No charge. <u>Deductible</u> does not apply.		
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	No charge	20% <u>coinsurance</u>	40% <u>coinsurance</u>	None.
	Imaging (CT/PET scans, MRIs)	No charge	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Prior authorization required to avoid penalty: lesser of \$500/20% of cost.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Preferred In-Network Provider (You will pay the least)	In-Network Provider (You will pay the most)	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.osc.ct.gov/benefits/pharmacy.htm	Generic drugs	Preferred generic: Retail: \$5 <u>copay/fill</u> ; Mail order & maintenance drugs: \$5 <u>copay/fill</u> . Non-preferred generic: Retail: \$10 <u>copay/fill</u> ; Mail order & maintenance drugs: \$10 <u>copay/fill</u> .	20% <u>coinsurance</u> for non-participating pharmacy	Retail: 30-day supply; Mail order: 90-day supply. <u>Deductible</u> does not apply to <u>prescription</u> drugs. Check details of your Rx coverage at: www.osc.ct.gov/benefits/pharmacy.htm . Maintenance drugs must be filled by mail order or by Maintenance <u>Network</u> pharmacy after first retail fill. Penalty may apply if brand name drug is requested when a generic is available. Some drugs require prior authorization. No charge for generic preventive care drugs (e.g., FDA-approved generic contraceptives) or brand name preventive care drugs if generic drugs are not medically appropriate).
	Preferred brand drugs	Retail: \$25 <u>copay/fill</u> ; Mail order & maintenance drugs: \$25 <u>copay/fill</u> .	20% <u>coinsurance</u> for non-participating pharmacy	
	Non-preferred brand drugs	Retail: \$40 <u>copay/fill</u> ; Mail order & maintenance drugs: \$40 <u>copay/fill</u> .	20% <u>coinsurance</u> for non-participating pharmacy	
	<u>Specialty drugs</u>	No charge for <u>specialty drugs</u> if enrolled in PrudentRx program. Same as non-preferred brand drugs if not enrolled in PrudentRx program.	Not covered	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	20% <u>coinsurance</u>	Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services.
	Physician/surgeon fees	No charge		
If you need immediate medical attention	<u>Emergency room care</u>	\$250 <u>copay/visit</u> . <u>Deductible</u> does not apply.	\$250 <u>copay/visit</u> . <u>Deductible</u> does not apply.	<u>Copay</u> waived if admitted or if no reasonable medical alternative.
	<u>Emergency medical transportation</u>	No charge	No charge	None.
	<u>Urgent care</u>	\$15 <u>copay/visit</u> . <u>Deductible</u> does not apply.	20% <u>coinsurance</u>	None.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Preferred <u>In-Network Provider</u> (You will pay the least)	<u>In-Network Provider</u>	<u>Out-of-Network Provider</u> (You will pay the most)	
If you have a hospital stay	Facility fee (e.g., hospital room)	No charge		20% <u>coinsurance</u>	Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services. No coverage in excess of cost of a semi-private room unless <u>medically necessary</u> . Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services.
	Physician/surgeon fees	No charge		20% <u>coinsurance</u>	
	Outpatient services	\$15 <u>copay</u> /visit. <u>Deductible</u> does not apply. No charge for non-office visit outpatient services.		20% <u>coinsurance</u>	
If you need mental health, behavioral health, or substance abuse services	Inpatient services	No charge		20% <u>coinsurance</u>	Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services. None.
	Office visits	\$15 <u>copay</u> /first visit only. <u>Deductible</u> does not apply.		20% <u>coinsurance</u>	
If you are pregnant	Childbirth/delivery professional services	No charge		20% <u>coinsurance</u>	Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services. <u>Cost sharing</u> does not apply for <u>preventive services</u> . Depending on the type of service, a <u>copay</u> , <u>coinsurance</u> , or <u>deductible</u> may apply. Maternity care may include tests & services described somewhere else in the SBC (i.e., ultrasound). Prior authorization required for stay in excess of 48 hours (96 hours for cesarean delivery) to avoid penalty of lesser of \$500 or 20% of covered services.
	Childbirth/delivery facility services	No charge		20% <u>coinsurance</u>	

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Preferred <u>In-Network Provider</u> (You will pay the least)	<u>In-Network Provider</u>	<u>Out-of-Network Provider</u> (You will pay the most)	
If you need help recovering or have other special health needs	<u>Home health care</u>	No charge		20% <u>coinsurance</u>	Limit: 200 visits/calendar year. Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services. <u>In-network</u> speech therapy limit: 30 visits/calendar year. Limit does not apply to treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of oropharynx. <u>Out-of-network</u> physical, occupational, chiropractic, speech & autism therapy limit: 30 visits/condition/calendar year.
	<u>Rehabilitation services</u>	No charge		20% <u>coinsurance</u>	
	<u>Habilitation services</u>	No charge		20% <u>coinsurance</u>	None.
	<u>Skilled nursing care</u>	No charge		20% <u>coinsurance</u>	<u>Out-of-network</u> limit: 60 visits/ year/person Prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services.
	<u>Durable medical equipment</u>	No charge		20% <u>coinsurance</u>	Prior authorization required for items over \$500 to avoid penalty of lesser of \$500 or 20% of covered services.
	<u>Hospice services</u>	No charge		20% <u>coinsurance</u>	Inpatient services: prior authorization required to avoid penalty of lesser of \$500 or 20% of covered services. <u>Out-of-network</u> inpatient services limit: 60 days/person/calendar year. <u>Out-of-network</u> in-home services limit: 200 visits/calendar year

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Preferred <u>In-Network Provider</u> (You will pay the least)	<u>In-Network Provider</u>	<u>Out-of-Network Provider</u> (You will pay the most)	
If your child needs dental or eye care	Children's eye exam	\$15 copay/visit. <u>Deductible</u> does not apply.		50% <u>coinsurance</u>	Limit: 1 visit/calendar year performed as part of an exam.
	Children's glasses	Not covered		Not covered	You must pay 100% of this service, even <u>in-network</u> .
	Children's dental check-up	Not covered		Not covered	You must pay 100% of this service, even <u>in-network</u> .

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Children's dental check-up
- Children's glasses
- Cosmetic surgery
- Dental care (Adult)
- Non-emergency care when traveling outside the United States (urgent care covered)
- Long-term care
- Routine foot care (except when medically necessary for treatment of diabetes)
- Weight loss programs (except as required by law)

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture (limit: 20 visits per calendar year)
- Bariatric surgery (prior authorization required)
- Chiropractic care (limit: 30 visits per calendar year for out-of-network services)
- Hearing aids (limit: 1 set per 36 month period; prior authorization required)
- Infertility treatment (prior authorization required)
- Non-emergency care when traveling outside the United States (urgent care only)
- Private-duty nursing (prior authorization required)
- Routine eye care (adult, limit: 1 exam per calendar year)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.ccio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the [Health Insurance Marketplace](#). For more information about the [Marketplace](#), visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your [plan](#) for a denial of a [claim](#). This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your [plan](#) documents also provide complete information on how to submit a [claim](#), [appeal](#), or a [grievance](#) for any reason to your [plan](#). For more information about your rights, this notice, or assistance, contact:

Quantum Health
5240 Blazer Parkway
Dublin, OH 43017
1-833-740-3258

CVS/Caremark
Prescription Claim Appeals MC109
P.O. Box 52084
Phoenix, AZ 85072-2084
Fax: 1-866-443-1172

Additionally, a consumer assistance program can help you file your [appeal](#). Contact the Connecticut Office of the Health Care Advocate at 1-866-466-4446

Does this [plan](#) provide [Minimum Essential Coverage](#)? Yes

[Minimum Essential Coverage](#) generally includes [plans](#), [health insurance](#) available through the [Marketplace](#) or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of [Minimum Essential Coverage](#), you may not be eligible for the [premium tax credit](#).

Does this [plan](#) meet the [Minimum Value Standards](#)? Yes

If your [plan](#) doesn't meet the [Minimum Value Standards](#), you may be eligible for a [premium tax credit](#) to help you pay for a [plan](#) through the [Marketplace](#).

Language Access Services:

Para obtener asistencia en Español, llame al 1-800-922-2232.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-922-2232.

如果需要中文的帮助，请拨打这个号码1-800-922-2232.

Dinekehgo shika at'ohwol ninisingo, kwijigo holne' 1-800-922-2232.

_____ To see examples of how this [plan](#) might cover costs for a sample medical situation, see the next section.

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copays and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby

(9 months of in-network pre-natal care and a hospital delivery)

- **The plan's overall deductible** \$350
- **Specialist copayment** \$15
- **Hospital (facility)** \$0
- **Other** \$0

This EXAMPLE event includes services like:

Specialist office visits (prenatal care)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (ultrasounds and blood work)
Specialist visit (anesthesia)

Total Example Cost \$12,700

In this example, Peg would pay:

<u>Cost Sharing</u>	
<u>Deductibles</u>	\$350
<u>Copays</u>	\$25
<u>Coinsurance</u>	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$435

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

- **The plan's overall deductible** \$350
- **Specialist copayment** \$15
- **Hospital (facility)** \$0
- **Other** \$0

This EXAMPLE event includes services like:

Primary care physician office visits (including disease education)
Diagnostic tests (blood work)
Prescription drugs
Durable medical equipment (glucose meter)

Total Example Cost \$5,600

In this example, Joe would pay:

<u>Cost Sharing</u>	
<u>Deductibles</u>	\$120
<u>Copays</u>	\$190
<u>Coinsurance</u>	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Joe would pay is	\$310

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

- **The plan's overall deductible** \$350
- **Specialist copayment** \$15
- **Hospital (facility)** \$0
- **Other** \$0

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)
Diagnostic test (x-ray)
Durable medical equipment (crutches)
Rehabilitation services (physical therapy)

Total Example Cost \$2,800

In this example, Mia would pay:

<u>Cost Sharing</u>	
<u>Deductibles</u>	\$350
<u>Copays</u>	\$320
<u>Coinsurance</u>	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$670

NOTE: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to reduce your cost. For more information about the wellness program, please visit <http://osc.ct.gov/benefits.htm>

The plan would be responsible for the other costs of these EXAMPLE covered services.

Summary of Benefits Cigna Health and Life Insurance Company



**Cigna Vision serviced by EyeMed
State of Connecticut Partnership Plans
Town of Rocky Hill
C1 PPO Comprehensive Plan**

Welcome to Cigna Vision Schedule of Vision Coverage Effective Date: July 1, 2024			
Vision Services and Frequency	In-Network Plan Coverage**	In-Network Member Cost***	Out-of-Network Reimbursement
Exam and Professional Services: Frequency* : once per 12 month <div style="text-align: right;"> Eye Exam Retinal Screening </div>	100% after \$15 Copay \$0	100% after \$15 Copay Up to \$39	Up to \$45 Allowance Not Covered
Standard Eyeglass Lenses Allowances: Frequency* : one pair per 12 month <div style="text-align: right;"> Lenses: Single Vision Lined Bifocal Lined Trifocal Lenticular </div>	Copay: \$0 100% 100% 100% 100%	\$0 Copay \$0 Copay \$0 Copay \$0 Copay	Up to \$40 Allowance Up to \$65 Allowance Up to \$75 Allowance Up to \$100 Allowance
Lens Enhancements / Options: <div style="text-align: right;"> Oversize lenses Rose #1 and #2 Solid Tints Polycarbonate Lenses <19 years of age Standard Polycarbonate Lenses Standard Progressives Plastic Dye Tints Photochromic – Glass or Plastic Standard Scratch Coating Standard Ultraviolet (UV) Coating Standard Anti-Reflective (AR) Coating Hi-Index Lenses All other lens options, including Premium Tiers </div>	100% 100% 100% \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$40 \$65 \$15 \$75 \$15 \$15 \$45 20% off retail 20% off retail	Not Covered Not Covered Not Covered Not Covered \$65 Not Covered Not Covered Not Covered Not Covered Not Covered Not Covered Not Covered
Contact Lenses Retail Allowance: Frequency* : one pair or single purchase per 12 month <div style="text-align: right;"> Elective Therapeutic </div>	100% up to \$360 Retail Allowance 100%	Balance over \$360 Allowance \$0	Up to \$345 Allowance Up to \$345 Allowance
Frame Retail Allowance Frequency* : one per 12 month	100% up to \$175 Retail Allowance	20% off balance over \$175 Allowance	Up to \$126 Allowance
* Your Frequency Period begins the day after your last visit (Date of service basis)			
Definitions: Copay: the amount you pay towards your exam and/or materials, lenses and/or frames Coinsurance: the percentage of charges Cigna will pay. Customer is financially responsible for the balance. Allowance: the maximum amount Cigna will pay. Customer is financially responsible for any amount over the allowance.			

In-Network Coverage Includes:**

- One vision and eye health evaluation including but not limited to eye health examination, dilation, refraction, and prescription for glasses;
- One pair of standard prescription plastic or glass lenses, all ranges of prescriptions (powers and prisms) including Oversize, Rose #1 or #2 Solid Tint and Polycarbonate lenses < 19 years of age.
 - 20% savings on all additional lens enhancements/ option you choose for your lenses, not shown on the Schedule of Vision Coverage above.
- One pair of **Elective** conventional contact lenses or a single purchase of a supply of disposable contact lenses – in lieu of lenses and frame benefit, (may not receive contact lenses and frames in same benefit year).
- Coverage for **Therapeutic** contact lenses will be provided when visual acuity cannot be corrected to 20/70 in the better eye with eyeglasses and the fitting of the contact lenses would obtain this level of visual acuity; and in certain cases of anisometropia, keratoconus, or aphakia; as determined and documented by your Vision eye care professional. Contact lenses fitted for other therapeutic purposes or the narrowing of visual fields due to high minus or plus correction will be covered in accordance with the Elective contact lens coverage shown on the Schedule of Vision Coverage.
- One frame for prescription lenses – frame of choice covered up to retail plan allowance, plus a 20% savings on amount that exceeds frame allowance;

** Coverage may vary at participating discount retail and membership club optical locations, please contact Customer Service for specific coverage information.

*** Provider participation is 100% voluntary; please check with your Eye Care Professional for any offered discounts.

What's Not Covered:

- Orthoptic or vision training and any associated supplemental testing
- Medical or surgical treatment of the eyes
- Any eye examination, or any corrective eyewear, required by an employer as a condition of employment
- Any injury or illness when paid or payable by Workers' Compensation or similar law, or which is work-related
- Charges in excess of the usual and customary charge for the Service or Materials
- Charges incurred after the policy ends or the insured's coverage under the policy ends, except as stated in the policy
- Experimental or non-conventional treatment or device
- Magnification or low vision aids not shown as covered in the Schedule of Vision Coverage
- Any non-prescription (minimum Rx required) eyeglasses, includes frame, lenses, or contact lenses
- Spectacle lens treatments, "add-ons", or lens coatings not shown as covered in the Schedule of Vision Coverage
- Prescription sunglasses lens "add-ons", or lens coatings not shown as covered in the Schedule of Vision Coverage
- Two pair of glasses, in lieu of bifocals or trifocals
- Safety glasses or lenses required for employment not shown as covered in the Schedule of Vision Coverage
- VDT (video display terminal)/computer eyeglass benefit
- Claims submitted and received in excess of twelve (12) months from the original Date of Service

In-Network Value Added Savings

- Up to 40% off additional complete pairs of glasses (frame and lenses)
- 20% off any item not covered by the plan, including non-prescription sunglasses, but excluding professional services

Interested in Laser Vision Correction service such as LASIK? Visit your MyCigna.com and search for Healthy Rewards® for details.

How to use your Cigna Vision Benefits

(Please be aware that the Cigna Vision network is different from the networks supporting our health/medical plans).

1. Finding a doctor

There are three ways to find a quality eye doctor in your area:

1. Log into myCigna.com, under "Coverage", select Vision page. Click on Visit Cigna Vision. Then select "Find a Cigna Vision Network Eye Care Professional" to search the Cigna Vision – serviced by EyeMed Directory.
2. Don't have access to myCigna.com? Go to Cigna.com, top of the page select "Find A Doctor, Dentist or Facility", click on Cigna Vision serviced by EyeMed Directory, from the Additional Directories drop down listing.
3. Prefer the phone? Call the toll-free number found on your Cigna insurance card and talk with a Cigna Vision customer service representative.

2. Schedule an appointment

Identify yourself as a Cigna Vision customer when scheduling an appointment. Present your Cigna Vision serviced by EyeMed information at the time of your appointment, which will quickly assist the doctor's office with accessing your plan details and verifying your eligibility.

3. Out-of-network plan reimbursement

How to use your Cigna Vision Benefits

Send a completed Cigna Vision service by EyeMed claim form and itemized receipt to: Cigna Vision, Claims Dept. c/oFAA
PO Box 8504, Mason, OH 45040-7111

To get a Cigna Vision serviced by EyeMed claim form:

- Go to **Cigna.com** and go to Forms, Vision Forms, select the Cigna Vision serviced by EyeMed form
- Go to **myCigna.com** and go to your vision coverage page

Cigna Vision will pay for covered expenses within ten business days of receiving the completed claim form and itemized receipt.

Benefits are underwritten or administered by Connecticut General Life Insurance Company or Cigna Health and Life Insurance Company. Read your plan carefully – this benefit summary provides a very brief description of the important features of your plans. This is not the insurance contract. Your full rights and benefits are expressed in the actual plan documents that are available to you upon request or a copy of the NH Vision Outline of Coverage is available and can be downloaded at [Health Insurance & Medical Forms for Customers | Cigna](#) under Vision Forms. Participating providers are independent contractors solely responsible for your routine vision examinations and products.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation, including Cigna Health and Life Insurance Company. The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc. Healthy Rewards® - is a discount program, not an insured benefit.

Discrimination is against the law

Vision coverage

Cigna Healthcare complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Cigna Healthcare does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Cigna Healthcare:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact customer service at the toll-free number shown on your ID card, and ask a Customer Service Associate for assistance.



Cigna Healthcare products and services are provided exclusively by or through operating subsidiaries of The Cigna Group, including Cigna Health and Life Insurance Company, Connecticut General Life Insurance Company, Evernorth Behavioral Health, Inc., Evernorth Care Solutions, Inc. and HMO or service company subsidiaries of Cigna Health Corporation, including Cigna HealthCare of Arizona, Inc., Cigna HealthCare of California, Inc., Cigna HealthCare of Colorado, Inc., Cigna HealthCare of Connecticut, Inc., Cigna HealthCare of Florida, Inc., Cigna HealthCare of Georgia, Inc., Cigna HealthCare of Illinois, Inc., Cigna HealthCare of Indiana, Inc., Cigna HealthCare of St. Louis, Inc., Cigna HealthCare of North Carolina, Inc., Cigna HealthCare of New Jersey, Inc., Cigna HealthCare of South Carolina, Inc., Cigna HealthCare of Tennessee, Inc., and Cigna HealthCare of Texas, Inc. ATTENTION: If you speak languages other than English, language assistance services, free of charge are available to you. For current Cigna customers, call the number on the back of your ID card. Otherwise, call 1.800.244.6224 (TTY: Dial 711). ATENCION: Si usted habla un idioma que no sea ingles, tiene a su disposici3n servicios gratuitos de asistencia lingüística. Si es un cliente actual de Cigna, llame al número que figura en el reverso de su tarjeta de identificación. Si no lo es, llame al 1.800.244.6224 (los usuarios de TTY deben llamar al 711).

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If you believe that Cigna Healthcare has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by sending an email to ACAGrievance@Cigna.com or by writing to the following address:

Cigna Healthcare

Nondiscrimination Complaint Coordinator
PO Box 188016
Chattanooga, TN 37422

If you need assistance filing a written grievance, please call the number on the back of your ID card or send an email to ACAGrievance@Cigna.com. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services

200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201
1.800.368.1019, 800.537.7697 (TDD)

Complaint forms are available at
<http://www.hhs.gov/ocr/office/file/index.html>.

Proficiency of Language Assistance Services

English – ATTENTION: Language assistance services, free of charge, are available to you. Call 1.888.353.2653 (TTY dial 711 for operator, then dial 1-844-230-6498).

Spanish – ATENCIÓN: Hay servicios de asistencia de idiomas, sin cargo, a su disposición. Llame al 1.888.353.2653 (TTY: marque 711 para hablar con un operador y luego marque 1-844-230-6498).

Chinese – 注意：我們可為您免費提供語言協助服務。請致電 1.888.353.2653（聽語障人士請撥打 711（聽語障專線）由操作人員為您服務，然後撥打 1-844-230-6498）。

Vietnamese – XIN LƯU Ý: Quý vị được cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Vui lòng gọi 1.888.353.2653 (TTY xin quay số 711 để kết nối với tổng đài, sau đó quay số 1-844-230-6498).

Korean – 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1.888.353.2653번으로 문의하십시오(TTY는 교환원 연결을 위해 711번으로 전화하신 후, 1-844-230-6498번으로 전화하십시오).

Tagalog – PAUNAWA: Makakakuha ka ng mga serbisyo sa tulong sa wika nang libre. Tumawag sa 1.888.353.2653 (Para sa TTY, i-dial ang 711 para sa operator, pagkatapos ay i-dial ang 1-844-230-6498).

Russian – ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1.888.353.2653 (линия TTY: наберите 711 для соединения с оператором, затем наберите 1-844-230-6498).

Arabic – ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1.888.353.2653 (بنبغي لمستخدمي TTY الاتصال على الرقم 711 للتحدث إلى عامل الهاتف، ثم الاتصال على الرقم 1-844-230-6498).

French Creole – ATANSYON: Gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1.888.353.2653 (TTY konpoze 711 pou pale ak yon operatè, apres a konpoze 1-844-230-6498).

French – ATTENTION : Des services d'aide linguistique vous sont proposés gratuitement. Veuillez appeler le 1.888.353.2653 (ATS: composez le 711 pour joindre l'opérateur, puis composez le 1-844-230-6498).

Portuguese – ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue 1.888.353.2653 (TTY: marque 711 para o telefonista e, em seguida, marque 1-844-230-6498).

Polish – UWAGA: Możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1.888.353.2653 (użytkownicy TTY powinni dzwonić pod numer 711, aby otrzymać połączenie z telefonistą, a następnie wybrać numer 1-844-230-6498).

Japanese – 注意事項: 日本語を話される場合、無料の言語支援をご利用いただけます。1.888.353.2653 にお電話ください (TTYをご利用の場合は、711 をダイヤルしてオペレーターに接続してから 1-844-230-6498 におかけください)。

Italian – ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1.888.353.2653 (TTY: comporre il 711 per l'operatore, quindi comporre il numero 1-844-230-6498).

German – ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: Rufen Sie die Nummer 1.888.353.2653 an (TTY-Benutzer wählen 711 für die Vermittlung und dann 1-844-230-6498).

Persian (Farsi) – توجه: خدمات کمک زبانی، به صورت رایگان به شما ارائه می‌شود. با شماره 1.888.353.2653 تماس بگیرید (TTY شماره 711 را برای اپراتور گرفته و سپس 1-844-230-6498 را شماره گیری کنید).

824734a 6/23

Cigna Dental Benefit Summary
Town of Rocky Hill – Plan 2
Plan Effective Date: 07/01/2024



Insured by: Cigna Health and Life Insurance Company

This material is for informational purposes only and is designed to highlight some of the benefits available under this plan. Consult the plan documents to determine specific terms of coverage relating to your plan. Terms include covered procedures, applicable waiting periods, exclusions and limitations. **Your DPPO plan allows you to see any licensed dentist, but using an in-network dentist may minimize your out-of-pocket expenses.**

Cigna Dental PPO				
Network Options	In-Network: State of Connecticut Network		Non-Network: See Non-Network Reimbursement	
Reimbursement Levels	Based on Contracted Fees		Maximum Reimbursable Charge	
Calendar Year Benefits Maximum Applies to: Class I, II & III expenses	\$1,500, Class I applies No Calendar Year Maximum for Periodontal Maintenance and Periodontal Scaling & Root Planing (Class VI)			
Calendar Year Deductible				
Individual	\$0		\$0	
Family	\$0		\$0	
Benefit Highlights	Plan Pays	You Pay	Plan Pays	You Pay
Class I: Diagnostic & Preventive Oral Evaluations Prophylaxis: routine cleanings X-rays: routine X-rays: non-routine Fluoride Application Sealants: per tooth Space Maintainers: non-orthodontic	100% No Deductible	0% No Deductible	100% No Deductible	0% No Deductible
Class II: Basic Restorative Restorative: fillings (Amalgam & Composite) Endodontics: minor and major Periodontics: minor and major Oral Surgery: minor and major Anesthesia: general and IV sedation Repairs: bridges, crowns and inlays Repairs: dentures Denture Relines, Rebases and Adjustments Emergency Care to Relieve Pain (Note: This service is administrated at the in network coinsurance level.)	80% No Deductible	20% No Deductible	80% No Deductible	20% No Deductible
Class III: Major Restorative Inlays and Onlays Prosthesis Over Implant Crowns: prefabricated stainless steel / resin Crowns: permanent cast and porcelain Bridges and Dentures Exparel	67% No Deductible	33% No Deductible	67% No Deductible	33% No Deductible
Class IV: Orthodontia Coverage for Dependent Children to age 19 Lifetime Benefits Maximum: \$1,500	50% No Deductible	50% No Deductible	50% No Deductible	50% No Deductible
Class VI: Other Periodontal Expenses Periodontal Maintenance Periodontal Scaling and Root Planing	80% No Deductible	20% No Deductible	80% No Deductible	20% No Deductible

Benefit Plan Provisions:	
<i>In-Network Reimbursement</i>	For services provided by a Cigna Dental PPO network dentist, Cigna Dental will reimburse the dentist according to a Fee Schedule or Discount Schedule.
<i>Non-Network Reimbursement</i>	For services provided by a non-network dentist, Cigna Dental will reimburse according to the Maximum Reimbursable Charge. The MRC is calculated at the 95th percentile of all provider submitted amounts in the geographic area. The dentist may balance bill up to their usual fees.
<i>Cross Accumulation</i>	All deductibles, plan maximums, and service specific maximums cross accumulate between in and out of network. Benefit frequency limitations are based on the date of service and cross accumulate between in and out of network.
<i>Calendar Year Benefits Maximum</i>	The plan will only pay for covered charges up to the yearly Benefits Maximum, when applicable. Benefit-specific Maximums may also apply.
<i>Calendar Year Deductible</i>	This is the amount you must pay before the plan begins to pay for covered charges, when applicable. Benefit-specific deductibles may also apply.
<i>Late Entrant Limitation Provision</i>	No coverage until the next open enrollment period. This provision does not apply to new hires.
<i>Pretreatment Review</i>	Pretreatment review is available on a voluntary basis when dental work in excess of \$200 is proposed.
<i>Alternate Benefit Provision</i>	When more than one covered Dental Service could provide suitable treatment based on common dental standards, Cigna will determine the covered Dental Service on which payment will be based and the expenses that will be included as Covered Expenses. This provision does not apply to fillings.
<i>Oral Health Integration Program*</i>	The Cigna Dental Oral Health Integration Program offers enhanced dental coverage for customers with certain medical conditions. There is no additional charge to participate in the program. Those who qualify can receive reimbursement of their coinsurance for eligible dental services. Eligible customers can also receive guidance on behavioral issues related to oral health. Reimbursements under this program are not subject to the annual deductible, but will be applied to the plan annual maximum. For more information on how to enroll in this program and a complete list of terms and eligible conditions, go to www.mycigna.com or call customer service 24/7 at 1-800-Cigna24.
<i>Timely Filing</i>	Out of network claims submitted to Cigna after 365 days from date of service will be denied.
Benefit Limitations:	
Oral Evaluations/Exams	2 per calendar year.
X-rays (routine)	Bitewings: 1 per calendar year.
X-rays (non-routine)	Complete series of radiographic images and panoramic radiographic images: Limited to a combined total of 1 per 60 months.
Diagnostic Casts	Payable only in conjunction with orthodontic workup.
Cleanings	2 routine and 2 periodontal maintenance procedures following active therapy per calendar year.
Fluoride Application	2 per calendar year for children under age 16.
Sealants (per tooth)	Limited to posterior tooth. 1 treatment per tooth every 36 months for children under age 16.
Space Maintainers	Limited to non-orthodontic treatment for children under age 19.
Crowns, Bridges, Dentures and Partial	Replacement every 7 years if unserviceable and cannot be repaired. Benefits are based on the amount payable for non-precious metals. No porcelain or white/tooth-colored material on molar crowns or bridges.
Denture and Bridge Repairs	Reviewed if more than once.
Periodontal Treatment	Various limitations depending on the service. Frequency limit of once per 24 months.
Periodontal Surgery	Various limitations depending on the service. Frequency limit of once per 36 months.
Denture Relines, Rebases and Adjustments	Covered if more than 6 months after installation. 1 per 36 months.
Prosthesis Over Implant	Replacement every 7 years if unserviceable and cannot be repaired. Benefits are based on the amount payable for non-precious metals. No porcelain or white/tooth-colored material on molar crowns or bridges.

Benefit Exclusions:

Covered Expenses will not include, and no payment will be made for the following:

- Procedures and services not included in the list of covered dental expenses;
- Diagnostic: cone beam imaging;
- Preventive Services: instruction for plaque control, oral hygiene and diet;
- Restorative: veneers of porcelain, ceramic, resin, or acrylic materials on crowns or pontics on or replacing the upper and or lower first, second and/or third molars;
- Periodontics: bite registrations; splinting;
- Prosthodontic: precision or semi-precision attachments;
- Implants: implants or implant related services;
- Procedures, appliances or restorations, except full dentures, whose main purpose is to change vertical dimension, diagnose or treat conditions of dysfunction of the temporomandibular joint (TMJ), stabilize periodontally involved teeth or restore occlusion;
- Athletic mouth guards;
- Services performed primarily for cosmetic reasons;
- Personalization or decoration of any dental device or dental work;
- Replacement of an appliance per benefit guidelines;
- Services that are deemed to be medical in nature;
- Services and supplies received from a hospital;
- Drugs: prescription drugs;
- Charges in excess of the Maximum Reimbursable Charge.

This document provides a summary only. It is not a contract. If there are any differences between this summary and the official plan documents, the terms of the official plan documents will prevail.

Product availability may vary by location and plan type and is subject to change. All group dental insurance policies and dental benefit plans contain exclusions and limitations. For costs and details of coverage, review your plan documents or contact a Cigna representative.

A copy of the NH Dental Outline of Coverage is available and can be downloaded at [Health Insurance & Medical Forms for Customers | Cigna under Dental Forms](#).

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation, including Cigna Health and Life Insurance Company (CHLIC), Connecticut General Life Insurance Company, and Cigna Dental Health, Inc.

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APPENDIX G – MEMORANDUM OF AGREEMENT (MOA)

**Between the Town of Rocky Hill and Fraternal Order of Police Lodge 043 Regarding
Connecticut State Partnership Plan 2.0**

and

**Between the Town of Rocky Hill and Fraternal Order of Police Lodge 043 Regarding
Clothing Allowance**

MEMORANDUM OF AGREEMENT
Between the Town of Rocky Hill and Fraternal Order of Police Lodge 043
Regarding Connecticut State Partnership Plan 2.0

The Town of Rocky Hill (“**Town**”) and the Fraternal Order of Police Lodge 043 (“**Union**”) collectively referred to hereinafter as “the Parties,” agree as follows:

Following notice of plans to increase medical group insurance cost by as much as forty percent (40%), during the renewal cycle for Cigna Health and Life Insurance Company’s *Choice Fund Open Access Plus HSA Plan HSA OAP Plan* (“Cigna Health Plan”), the parties agree that, effective July 1, 2024, members’ current medical benefits (members’ medical, dental and vision insurance) will be moved from Cigna Health Plan], to the Connecticut State Partnership Plan 2.0 (SPP) for medical benefits.

1. Medical benefits shall be as set forth in the SPP effective on July 1, 2024; including any subsequent amendments or modifications made to the SPP by the State and its employee representatives.
2. The administration of the SPP, including open enrollment, benefit design, structure, carriers, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.
3. Premium share rates shall be in accordance with each the current collective bargaining agreement and successor agreements.
4. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP penalty or noncompliance premium adjustment per month (premium cost increase) or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-compliant employee. No portion or percentage of the premium adjustment or deductible shall be paid by the Town. Health Enhancement Plan participants and their covered depends who are found to be non-complaint with the required provisions of the HEP shall be reinstated in the Health Enhancement Program on the first of the month following their compliance.
5. The parties agree that medical coverage under the SPP meets legal standards for being equal-to-or-better-than coverage under the current Cigna Health Plan. In the event any of the issues listed below occur (identified as items “a) – e)” below), it is understood that the Town shall have the right to change any insurance carrier, provided the total coverage and benefits shall be equal to or better than that provided at the signing of this Agreement. If there is any meaningful change in the total coverage and benefits, the Town must negotiate with the Union prior to changing carriers. Any contract for health insurance must be approved by the Union prior to being offered to the employees.

Nothing in this section shall preclude the Town from examining other health insurance options, including going out to bid.

- a) If the SPP in its current form is no longer available;
- b) if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical benefits plan offered herein;
- c) if Conn. Gen. Stat. Section 3-123rrr et seq. is amended;
- d) if there are any changes to the administration of the SPP; and/or
- e) if additional fees and/or charges for the SPP are imposed so as to affect the Town, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical benefits plan offered herein.

In any negotiations triggered under **Paragraph 5** above as well as negotiations for a successor to the current collective bargaining agreement, the parties shall consider the current plan (Cigna High Deductible Health Plan with Health Savings Account) under the collective bargaining agreement in force as of April 1, 2024, to be the most recent applicable bargaining history, and the parties shall consider the following additional factors:

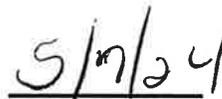
- Trends in medical insurance plan design outside of the SPP;
- The cost of different plan designs, including a high deductible health plan structure and a PPO Plan structure.



Union President/Steward - Signature



Print Name

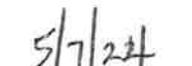


DATE



Interim Town Manager

Mona McKim, Director of Finance & Operations



DATE

MEMORANDUM OF AGREEMENT

**Between the Town of Rocky Hill and Fraternal Order of Police Lodge 043
Regarding Clothing Allowance**

The Town of Rocky Hill (“Town”) and the Fraternal Order of Police Lodge 043 (“Union”) collectively referred to hereinafter as “the Parties,” agree as follows:

1. Article 11, Section 1 and Section 2, on page 17 of the current Union contract (dated July 1, 2021 through June 30, 2024) provide in pertinent part:

Section 1. The annual clothing allowance for all members of the unit, excluding Animal Control Officer and civilian dispatchers, shall be one thousand five hundred dollars (\$1,500.00) and for the Animal Control Officer and civilian dispatchers shall be seven hundred fifty dollars (\$750.00).

Section 2. The clothing allowance will not be paid directly to the individual, but shall be charged to his allowance as the purchase of uniforms is authorized. Said allowance may be used to purchase job-related items with the approval of the Chief of Police.

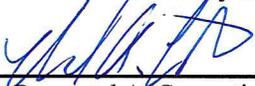
2. In an effort to streamline the process for purchasing uniforms and job-related items in a manner that is more convenient for the Town and members, the Town and Union agree to modify current contract language as follows:

Section 1. All members shall receive an annual allowance, which shall be used to purchase uniforms and job-related items with the approval of the Chief of Police. The annual allowance for all members of the unit, excluding Animal Control Officer and civilian dispatchers, shall be one thousand five hundred dollars (\$1,500.00) and for the Animal Control Officer and civilian dispatchers shall be seven hundred fifty dollars (\$750.00). The Town shall issue the allowance to members no later than July 31st of each year, or within thirty (30) days of a member’s hire date.

~~**Section 2.** The clothing allowance will not be paid directly to the individual, but shall be charged to his allowance as the purchase of uniforms is authorized. Said allowance may be used to purchase job-related items with the approval of the Chief of Police.~~

3. The Union and the Town agree that this Agreement does not set a precedent for future personnel decisions or actions, future employees or future agreements, and does not limit either parties’ ability to address the subject of this Memorandum of Agreement in future successor contract negotiations.

For the Town of Rocky Hill

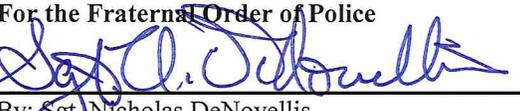


By: Raymond A. Carpentino,
Town Manager



Brian Klett
Acting Chief of Police

For the Fraternal Order of Police



Date 6/14/23 By: Sgt. Nicholas DeNovellis, President, Fraternal Order of Police, Lodge 043 Date 6/13/23



Date 6/13/23

APPENDIX H – GRIEVANCE FORM

As referenced in Article 15 (Grievance and Arbitration)



Rocky Hill Police Union
Fraternal Order of Police Lodge 43
699 Old Main Street
Rocky Hill, CT 06067



Grievance Form

Control Number:

DATE FILED:

GRIEVANCE FILED AT STEP NUMBER:

DEPARTMENT OF EMPLOYMENT: Rocky Hill, Connecticut Police Department

AGGRIEVED EMPLOYEE:

Violation of _____ of the Collective Bargaining Agreement which states in relevant part:

Following is a brief statement of facts alleging the basis of the grievance, including the section of the _____ alleged to have been violated indicating date of alleged violation:

In that:

REMEDY:

- a)
- b)
- c)

Samuel Cruz, President, FOP Lodge #43

Date signed



Rocky Hill Police Union
Fraternal Order of Police Lodge 43
699 Old Main Street
Rocky Hill, CT 06067



Submitted at Step 1: Date: _____

Signed _____

Submitted at Step 2: Date: _____

Signed _____

Submitted at Step 3: Date: _____

Signed _____