

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN**

The Stamford Police Association

and

The City of Stamford

July 1, 2022 to June 30, 2026

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**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF STAMFORD AND
THE STAMFORD POLICE ASSOCIATION, INC.**

The CITY OF STAMFORD hereinafter referred to as the "City" and the STAMFORD POLICE ASSOCIATION, INC., hereinafter referred to as the "Association," agree as follows:

1. RECOGNITION

The City recognizes the Association as the exclusive representative and bargaining agent for the bargaining unit, consisting of all uniformed and investigatory personnel within the Stamford Police Department except that of Chief of Department and Deputy/Assistant Chiefs.

2. CHECKOFF AND SECURITY

- A. The City shall weekly deduct Association dues, initiation fees and service fees from the earned wages of each employee in such amount as determined by the Association, provided that no such deduction shall be made from any employees' wages except when authorized by them on an appropriate form, a copy of which must be submitted to the City.
- B. The Association agrees to indemnify and hold harmless the City for any loss or damage arising from the operation and execution of this Article.

3. WAGES

- A. The annual wages of employees covered by this Agreement shall be as set forth in the attached APPENDIX I hereof as increased as provided in Article 26.
- B. All wages shall be paid weekly at a rate arrived at by dividing the annual wage referred to in APPENDIX I by the number of pay days-fifty-two (52) or fifty-three (53)-there may be in the respective annual periods during the term of this Agreement. However, the hourly wages shall be calculated on a fifty-two (52) week basis.
- C. All employees working a shift commencing after 2:59 p.m. on any day shall be compensated for all hours worked on such shift at a rate of ten percent (10%) in excess of their straight time hourly rates and for a shift commencing after 10:59 p.m. at fifteen percent (15%) in excess of such straight time hourly rates.

Any employee who is injured in the line of duty shall continue to receive their regular shift differential during their injury on duty leave.

- D. Each employee who by reason of their job classification and duties is required to be on standby duty shall be compensated at the rate of Ten Dollars (\$10.00) for each day of such stand-by duty.
- E. Each employee who works on a Sunday as part of their regularly assigned work schedule shall receive in addition to their regular compensation for such day, additional compensation at the rate of fifteen percent (15%) of their regular straight time hourly rate for all hours worked on such Sunday.
- F. Each employee covered by this Agreement shall receive at the fifth (5th) anniversary of their employment an increase in their annual base salary of Five Hundred Dollars (\$500.00) per

year; at the tenth (10th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of One Thousand Dollars (\$1,000.00) per year); at the fifteenth (15th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Fifteen Hundred Dollars (\$1,500.00) per year); at the twentieth (20th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Two Thousand Dollars (\$2,000.00) per year); at the twenty-fifth (25th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Twenty-Five Hundred Dollars (\$2,500.00) per year); at the thirtieth (30th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Three Thousand Dollars (\$3,000.00) per year); at the thirty-fifth (35th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Thirty-Five Hundred Dollars (\$3,500.00) per year); at the fortieth (40th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Four Thousand Dollars (\$4,000.00) per year); at the forty-fifth (45th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Forty-Five Hundred Dollars (\$4,500.00) per year); at the fiftieth (50th) anniversary of their employment an additional increase in their annual base salary of Five Hundred Dollars (\$500.00) per year (a total of Five Thousand Dollars (\$5,000.00) per year).

G. Compensatory Time

1. This Agreement shall supersede and replace the parties' March 14, 2005, Agreement in its entirety.
2. The City and Union agree that when an employee would normally be entitled to overtime at a rate of one and one half (1½) times their hourly rate for hours worked, the employee may elect to receive compensatory time in lieu of overtime pay calculated at one and one half (1½) times the number of hours actually worked.
3. Effective July 1, 2024, no employee can earn and accumulate more than two hundred forty (240) hours of compensatory time in total in any fiscal year. In the sole discretion of the Chief of Police, the maximums set forth above may be waived due to unusual circumstances.
4. Any amount of unused compensatory time may be carried over into the next fiscal year and be deducted from the two hundred forty (240) hours maximum for the new fiscal year. Ex: if an employee carries over thirty (30) hours of compensatory time, the employee will start the new fiscal year with a bank of thirty (30) hours towards their next year's maximum of two hundred and forty (240) hours.
5. In addition to paragraph 4 above, at the end of the fiscal year, an employee may elect to trade in any unused compensatory time for cash payment or cash in unused compensatory time pursuant to Pensions Section 9 (R), or any combination thereof. All request for compensatory time cash payment must be made in writing prior to June 30th and will be paid out during July.
6. An employee must schedule the use of compensatory time in either four (4) or eight (8) hour increments and indicate that the employee is utilizing compensatory time at the time the employee submits their requests for time off.

7. All requests for time off using compensatory time must be recorded in a vacant slot in the "Day Off Book" and will be approved in accordance with the existing procedure for granting any other request for paid time off (other than sick).
8. Requests for the use of compensatory time off in hourly increments may be approved provided that it does not cause the number of personnel on duty to fall below minimum manning during the period the officer has requested off.

4. **HOURS AND WORK WEEK**

All present practices and procedures concerning scheduling days off and tours of duty shall remain in effect subject to the following provisions:

- a. No employee will work more than two hundred forty-three (243) tours per year. Employees who work steady day shifts shall receive eighteen (18) day-off slips per year. Employees who presently work a schedule of tours of less than two hundred forty-three (243) appearances, will maintain such schedule, and will not be entitled to any slips. Employees who work a schedule of tours in excess of two hundred forty-three (243) appearances will receive slips equal to the difference between the number of appearances they are scheduled to work and two hundred forty-three (243). The basic work schedule shall be a two (2) tour system consisting of a 7:00 a.m. to 3:00 p.m. cycle followed by a 3:00 p.m. to 11:00 p.m. cycle, and then back to the 7:00 a.m. to 3:00 p.m. cycle, and so forth. There shall be a cycle of straight late tours consisting of tours of 11:00 p.m. to 7:00 a.m. Such system of late tours shall be on a voluntary basis with seniority being the determining factor. For this purpose, there shall be a system of bidding with shifts being posted at least thirty (30) days prior to their commencement. In the event that there are not sufficient volunteers to man such late tours, these tours shall be assigned on an inverse seniority basis, and each assignment will start with the lowest eligible employee in seniority. For the purpose of this section, seniority shall be considered as commencing upon the date of the first bid cycle following the completion of an employee's probationary FTO Program. If a probationary member successfully completes their/her probationary FTO Program but is still on probation while a late tour bid cycle is in effect, the employee may be called back, volunteer, or otherwise work on an overtime basis during a late tour of 11:00 p.m. to 7:00 a.m. until the end of that cycle. If the employee terminates their probation while a late tour cycle is in effect, the employee may be called back, volunteer, or otherwise work on an overtime basis during the late tour until the end of that cycle. For the welfare of individual employees, a different schedule may be agreed to with the consent of both the Chief of Police and the President of the S.P.A. Also, members, if suffering a hardship, shall be entitled to be relieved of the steady late tours with the consent of the Chief of Police, which consent shall not be unreasonably withheld. The late tour shall be the six (6) month cycle, and no member shall be required to again work such late tour for the minimum period of one year from the end of such previous cycle. Members shall be entitled, on a rank-by-rank basis, to swap tours of duty regardless of time in grade. The rotating shifts shall be four (4) days on and seventy-two (72) hours off; four (4) days on and fifty-six (56) hours off OR five (5) days on and seventy-two (72) hours off; five (5) days on and eighty (80) hours off. The steady late tours shall be four (4) days on and sixty-four (64) hours off OR five (5) days on and sixty-four (64) hours off; five (5) days on and eighty-eight (88) hours off.
- b. To the extent followed by present practice all hours in excess of each employee's normal work week shall be compensated for at one and one-half (1½) times such employee's

regular straight time hourly rate.

- c. Any employee required to be in court in connection with a criminal proceeding (including the Circuit Court docket for so called motor vehicle violations) at a time when the employee would otherwise be off-duty shall receive an additional four (4) hours pay at one and one-half (1 ½) times their/her regular straight time hourly rate if the employee is required to spend any amount of time up to four (4) hours in court regardless of the number of proceedings involved whether at the same or different locations. If the employee is required to spend any time over four (4) hours in court, the employee shall be compensated a total of eight (8) hours pay at one and one-half (1 ½) times their/her regular straight time hourly rate. If an employee is required to spend over eight (8) hours in court, the employee shall be compensated at the regular overtime rate. Any amounts received by the employee from the State of Connecticut shall be deducted from the above payment.
- d.
 - 1. Each employee shall be given a minimum of four (4) hours work at one and one-half (1½) times their regular straight time hourly rate if called back to work after completion of their regular tour of duty.
 - 2. The four (4) hour minimum given at one and one half (1 ½) times their/her regular straight time hourly rate stated in 4.D.(1) above does not apply if the employee does not report to work. (i.e. the employee just takes a phone call, responds to or sends a text message or an email, or simply accesses the City's computer remotely or similar limited work activity). In that event, the employee shall be given a minimum of two (2) hours work at one and one-half (1 ½) times their/her regular straight time hourly rate and thereafter for each succeeding hour of work, rounded up to the next hour. For clarity's sake, this paragraph 4.D.2 only pertains to situations where the employee/supervisor handles the matter by responding with just a phone call, responds to or sends a text message or email or accesses the City's computer remotely or similar work activity.
- e. Any employee required to work on a day other than that regularly scheduled for him shall be compensated for such day at one and one-half (1½) times their regular straight time hourly rate unless he shall have received five (5) days prior notice of such change of schedule.
- f. Overtime work shall be offered to all employees covered by this Agreement on an equitable and volunteer basis before engaging special policemen, except under such circumstances as make it impractical to offer the work to a member of the bargaining unit. All such work will be offered on a rank for rank basis unless no employee in the appropriate rank is available, in which case the work will be offered to the next higher rank if offered to all.
- g. No overtime shall be worked except with specific authorization of the employee's superior officer or in the event of emergency.
- h. All compensation for overtime shall be paid monthly, and all checks for overtime, standby time, court time, minimum manpower, holiday pay, shift differentials and thelike shall be itemized as to the dates and reasons for such payments on an itemized statement thereof and shall accompany each such check.
- i. Each employee required to work seven (7) consecutive days in any week shall be compensated at twice their regular straight time hourly rate for all hours worked on such seventh day.

- j. Anyone qualified as an interpreter shall be compensated with an extra hour pay while serving as an interpreter at the direction of a superior officer. This shall mean that if the employee is off duty, the employee shall receive a minimum of four (4) hours pay at the double time rate; and, if the employee is on duty, the employee shall receive an additional one (1) hour pay for each hour so worked. If an off-duty employee must be called, employees shall be provided an opportunity to interpret on a rotating basis.
- k. An employee who is certified by the City in a 2nd language shall receive a non-pensionable annual stipend of \$300 (annualized) in July of each year. The payment will be prorated (\$25/month) for the months in which the Employee was certified and employed by the City if certified and/or employed less than an entire year. The City shall determine the applicable qualifications and languages under this section and shall keep / provide a list of the qualifications and qualified language(s). The City shall determine if/when recertification is necessary.
- l. Employees shall be called back to work for the City's Special Events (e.g. parades, fireworks, marathon, etc.) on an inverse seniority basis after available volunteers are first offered such assignment.
- m. All off-duty, extra duty employment, shall be offered to employees covered by this Agreement before engaging special policemen, flagmen or volunteers. Extra duty employment includes the following areas but is not limited to: All traffic control required by street opening permits, all sporting events and public gatherings, all security at public and Board of Education buildings and grounds, and all other security and traffic control functions as they become available.

The Memorandum of Understanding settling MPP-17,100, attached hereto as Appendix IV is hereby incorporated and made part of this Agreement.

- i. All extra duty work including work ultimately paid for by the City shall be paid at a rate of one- and one-half sergeant's pay per the collective bargaining agreement and successor agreements. Examples of work ultimately paid for by the City include but are not limited to road paving, street repair, catch basin replacement, Board of Education events, street light/traffic signal maintenance, etc.

Extra duty work, which the parties deem "permit work" shall have a minimum of four (4) hours pay. Permit work in excess of four (4) hours, but less than eight (8) shall be paid at a minimum of eight (8) hours, and permit work in excess of eight (8) hours, but less than twelve (12) shall be paid at a minimum of twelve (12) hours. Non-permit extra duty work for the Board of Education shall have a minimum of four (4) hours pay and then hour for hour after that.

All other privately contracted extra duty work and all extra duty work ultimately paid for by the City shall have the following minimum hourly payments:

- Minimum of four (4) hours, if in excess of four (4) hours, then
 - Minimum of six (6) hours, if in excess of six (6) hours, then
 - Minimum of eight (8) hours, if in excess of eight (8) hours, then,
 - Minimum of ten (10) hours, if in excess of ten (10) hours, then
 - Minimum of twelve (12) hours.
- ii. Any assignment requiring three (3) or more officers will have a supervisor who shall be paid at the rate of fifteen percent (15%) above the extra duty rate.

- iii. Without effecting past work and/or payments, effective upon the execution of this Agreement, extra duty assignments scheduled during the following Holiday hours shall receive double the regular extra duty rate:
 - 1. Thanksgiving Day -All Day.
 - 2. Christmas - from 6:00 p.m. Christmas Eve through 11:59 p.m. Christmas Day.
 - 3. New Years - from 6:00 p.m. New Years Eve through 11:59 p.m. New Years Day.
- iv. Effective upon execution of this Agreement, for any job where a street opening permit is issued by the City of Stamford and requires manual traffic control, the Bureau of Auxiliary Services of the Stamford Police Department should be notified a minimum of forty-eight (48) hours prior to the start of such extra duty assignment. If so notified, the Bureau of Auxiliary Services shall have until 9:00 a.m. on the day prior to the scheduled start of such assignment to fill the assignment from the rank of employees covered by this Agreement. In the event that no member of the Association is available, or accepts the assignment, the contractor shall be so notified and the City may authorize the contractor to fill the job in accordance with applicable legal authority. If the Bureau of Auxiliary Services is not notified by the contractor forty-eight (48) hours prior to the start of such extra duty assignment, the Bureau of Auxiliary Services shall fully exhaust the pool of available members of the Association before permitting others to be hired for the assignment.
- n. Captains may be assigned to a tour of duty which begins and ends no more than two hours before or after the regular 7:00 a.m. - 3:00 p.m. or 3:00 p.m. - 11:00 p.m. tours of duty.
- o. The Chief of Police, in the Chief's sole discretion, may assign patrol Lieutenants to a specific geographic area and detective lieutenants to a specialized command (such as, but not limited to, Crimes Against Persons, or Crimes Against Property). Lieutenants assigned to Patrol or Criminal Investigations may be assigned, by the Chief, to work a flexible eight (8) hour daily schedule. Such flex schedule will be set by each Lieutenant, with the final approval of the Chief of Police or the Chief's designee. The current late tour Lieutenant schedule shall remain in effect. The following shall apply:
 - 1. From 7:00 a.m. through 11:00 p.m. there shall always be a minimum of one Lieutenant or Captain on duty supervising the Patrol/Criminal Investigations Division. A Lieutenant or Captain, assigned outside of the patrol or Criminal investigations division, shall not be used to fill the staffing requirement during their regularly assigned tour of duty.
 - 2. A minimum of one (1) Lieutenant working the late tour.
 - 3. Lieutenants will receive the applicable shift differential payment for all hours actually worked during any shift differential period, as outlined in Section 3C and 3E of this agreement.
- p. Overlapping Shifts
 - 1. At the discretion of the Chief of Police, patrol schedules may be set as follows, with each squad divided between the two (2) starting times:

1st Tour 7:00 a.m. to 3:00 p.m.

2nd Tour 8:00 a.m. to 4:00 p.m.

1st Tour 3:00 p.m. to 11:00 p.m.

2nd Tour 4:00 p.m. to 12:00 a.m.

1st Tour 11:00 p.m. to 7:00 a.m.

2nd Tour 12:00 a.m. to 8:00 a.m.

2. Minimum Manpower shall be maintained at all times during the overlap of shifts.
3. Slots for the shift start times will be posted for bid, by seniority by squad, at the same time as the bid for the late tour.

q. 4th SQUAD

1. At the discretion of the Chief of Police, the City may implement a 4th Squad.
2. Employees working the 4th Squad shall receive shift differential of 13%.
3. Assignment to the 4th Squad shall be by bid system, same as the late tour, and shall follow the existing 5/2, 5/3 patrol shift rotation.
4. The Chief of Police, prior to the bidding for each bid cycle shall post the specific work hours for the 4th Squad for that specific bid cycle. The specific posted hours shall remain in effect for the entire bid cycle.
5. Employees assigned to the 4th Squad shall count towards minimum manpower pursuant to Article 20.

r. Specialty Squads

The City of Stamford and the Chief of Police can create specialty squads (e.g. Tactical, SWAT, Diving Team, Bike Patrol, etc.) at any time during the duration of this Agreement subject to an agreement by the City and the Association concerning working conditions unique to each specialty squad created.

5. HOLIDAYS

- a. For purposes of this paragraph, the following days shall be considered holidays:
 - i. New Year's Day 1 January
 - ii. Martin Luther King's Birthday 15 January
 - iii. Lincoln's Birthday 12 February
 - iv. Washington's Birthday 22 February
 - v. Good Friday Friday before Easter

vi.	Memorial Day	Last Monday in May
vii.	Juneteenth	19 June
viii.	Independence Day	4 July
ix.	Labor Day	First Monday in September
x.	Columbus Day	12 October
xi.	Veteran's Day	11 November
xii.	Thanksgiving Day	Fourth Thursday in November
xiii.	Day after Thanksgiving	Self-explanatory
xiv.	Half-Day, Christmas Eve	24 December
xv.	Christmas Day	25 December

- b. In the event that the Mayor of the City proclaims an additional holiday (other than because of weather conditions) for all city employees except for those employees in the essential services (Police, Fire, Nurses), each employee covered hereunder shall receive a compensatory day off in lieu of such additional holiday.
- c. The method of compensation for work performed on such holiday shall remain in effect except that any employee required to work on such a holiday shall receive, in addition to the compensatory time off or their regular pay for any such holiday or half holiday, additional compensation equal to their regular pay for any such full holiday and one-half their regular pay for any such half holiday.
- d. Any employee wishing additional compensation instead of compensatory time off for holidays shall be entitled to eight (8) hours of pay at their regular hourly rate in lieu of any full compensatory day off and four (4) hours of pay at their regular hourly rate in lieu of any compensatory half day off. Additional compensation in lieu of compensatory time off will be paid only when such compensatory time off is earned during the term of the Collective Bargaining Agreement then in effect.
- e. Holiday slips issued pursuant to this section shall be valid from the "named date of the slip" until one year thereafter. (e.g., a slip for Columbus Day, 1981, would be valid until Columbus Day, 1982); however, the life span of said slips shall be extended for one (1) additional year with the permission of the Chief of Police or the Chief's designee. Said holiday slips are negotiable for payment on demand within their prescribed life span.
- f. Each employee will be granted two (2) personal days per contract year, which day may not be used to extend a vacation or holiday leave. The personal leave days may not be accumulated from year to year. Employees who take a personal leave day will be counted in the allowed number off in Section 19.

6. VACATION

- a. All present vacation policies shall remain in effect and employees shall receive vacation in accordance with the following schedule:

Less than four (4) years	Ten (10) working days
At least four (4) years but less than six (6) years	Sixteen (16) working days
At least six (6) years but less than ten (10) years	Seventeen (17) working days

At least ten (10) years but less than fourteen (14) years	Eighteen (18) working days
At least fourteen (14) years but less than seventeen (17) years	Nineteen (19) working days
At least seventeen (17) years but less than twenty (20) years	Twenty (20) working days
After twenty (20) years	Twenty-five (25) working days

- b. When an employee is prevented from taking their vacation due to circumstances beyond their control during the "vacation year period", their vacation shall carry over into the next "vacation year period", but he may not combine two (2) years' vacation without the approval of the Chief of Police or their designate.

In all years other than the year of retirement, employees may use vacation leave prior to its accrual for the purpose of taking time off from work.

Vacation days shall be accrued on a monthly basis according to the total annual amounts set forth in the above sub-Section A. If an employee leaves employment or retires prior to the end of the fiscal year, the employee shall be eligible for payment of their unused vacation leave accrued as of their separation or retirement date. If an employee leaves employment or retires at a date prior to having accrued the amount of vacation used, the employee shall repay the City for all vacation leave used but not yet accrued at the time of separating employment.

Employees may carry over up to one (1) year's unused vacation leave from the prior fiscal year into a Vacation Bank up to the employee's maximum annual accrual amount as set forth above in sub section A, capped at a maximum of 25 days for employees with more than 20 years of service. If the employee retires within that fiscal year, the employee may be paid out for the vacation leave in their Vacation Bank and may also be paid out for any vacation leave accrued during the fiscal year of their retirement. However, the vacation leave in the employee's Vacation Bank may only be paid out if the employee retires in that fiscal year.

Employees shall not be allowed to use more than twenty-five (25) vacation days in any fiscal year. Employees may use their accrued vacation leave, whether accrued in a fiscal year or in their Vacation Bank, under the terms of Article 9, Section N.

Examples follow:

Example 1

An employee with 18 years of service under above sub section A accrues 20 working days of vacation in fiscal year 2016-2017. The employee uses none of those days in fiscal year 2016-2017. At end of 2016-2017 fiscal year, the employee may carry over up to 20 days into a Vacation Bank for fiscal year 2017-2018. If an employee retires during fiscal year 2017-2018 on December 1, 2017, and still has the 20 days, the employee may be paid out for the 20 days of vacation in their Vacation Bank upon retirement. Any additional vacation accrued for fiscal year 2017-2018 on a monthly basis (i.e. 8.3 days based on monthly accrual based on 1.66 days/month from July 1, 2017, to December 1, 2017) does not add to the

employee's 20 day Vacation Bank of carried over vacation, but the additional 8.3 accrued days must be used or paid out during fiscal year 2017-2018 before retirement.

Example 2

An employee with 21 years of service under above sub section A accrues 25 vacation days in fiscal year 2016-2017 and uses three (3) of those days during that fiscal year. At end of the fiscal year, the Employee will be able to carry over 22 days into a Vacation Bank for fiscal year 2017-2018. If the employee retires during fiscal year 2017-2018 on December 1, 2017, and still has the 22 days, the employee may be paid out for the 22 days of vacation in their Vacation Bank. Any additional vacation accrued for fiscal year 2017-2018 on a monthly basis (i.e. 10.4 days based on monthly accrual of 2.08 days/month from July 1, 2017 to December 1, 2017) may be used to supplement the 22 days up to the cap of 25 VacationBank days for an employee with 21 years of service and may be paid out at retirement, and the remaining 7.4 accrued vacation days for that fiscal year must be used or paid out during fiscal year 2017-2018 before retirement.

- c. All vacation, day off or holiday slips properly accumulated prior to December 2, 1978, shall not be affected by any of the provisions of this Agreement and shall have a full life value until used.
- d. Vacation pay shall be based on regular weekly salary.
- e. Vacations shall be selected on a seniority basis, rank for rank; i.e., patrolmen pick with patrolmen, sergeants pick with sergeants, etc.
- f. Employees will have the annual option of cashing in up to fifteen (15) days of vacation which has been accrued but not used during the current fiscal year. Said amount will be paid in the employee's monthly premium check the month following the City's receipt of the request to cash in said days.

7. SICK LEAVE

- a. Each employee shall be eligible to earn paid sick days for absence due to non-work-related illness or injury at the rate of 1.25 days for each full month of service up to fifteen (15) days per year.
- b. Each employee shall be entitled to carry over unused sick days in any calendar year up to a maximum of 200 sick days. Accumulated sick days may be used to receive pay for absences due to non-work-related illness or injury in any year in which an employee has used their sick days for that year.
- c. Sick pay for absences due to non-work-related illness or injury will be at the employee's regular rate of pay at the time the leave is taken.
- d. Sick days will not be deducted for absences due to work related injuries or illnesses, provided the employee files a workers' compensation claim and said claim is not contested. In the event the workers' compensation claim is contested, the employee's sick bank will be charged for the absences during the pendency of the claim. If the employee is awarded workers' compensation benefits, all charged sick days will be restored to the employee's sick leave bank, and the absence will be treated as injured on duty leave. Upon death or retirement, including early or disability retirement, of an employee of the Stamford Police Department, the employee or their estate shall receive payments for 50% of their

accumulated sick days at their then current regular rate of pay, or in lieu of a pay-out the officer may elect to trade-in their accumulated sick leave for pension credit under Section 9N below.

- e. If an employee is absent for non-work-related illness or injury on a day immediately preceding or following their vacation day, holiday, or regularly scheduled day off, the Police Department shall have the right to require verification of the employee's illness before paying the employee for a sick day.
- f. If any employee is absent for non-work-related illness or injury for 3 or 4 consecutive days, the Police Department shall have the right to require the employee to provide a physician's note and a verification that the employee was unable to work before paying the employee for any sick days.
- g. If any employee is absent for non-work-related illness or injury for five (5) or more consecutive days, the employee is required to provide a physician's note and a verification that the employee was unable to work before the employee will be paid for any sick days.
- h. If an employee is absent for non-work-related illness or injury either for 30 consecutive days or for 30 days in a six-month period, the employee will be required to take a physical examination to demonstrate their fitness for return to duty and to verify that the employee was unable to work before the employee will be paid for any sick days.
- i. When an employee exhausts their sick bank, he or she may apply to the Police Department for an unpaid medical leave of absence. The Police Chief shall have the discretion to grant an unpaid medical leave of absence for either 30 or 60 days. If the employee will not be able to return to work at the end of such unpaid medical leave, the employee may apply for an extension of the unpaid medical leave of absence prior to its expiration. The Police Chief and the Police Commission may, at their discretion, grant an extension to provide the employee with no more than a total of 1 year of unpaid medical leave of absence. No employee shall be granted unpaid medical leave of absence without providing a physician's diagnosis and prognosis for the employee to recover and return to full active duty within the leave period.
- j. Family and medical leave requests under this section shall be counted towards an employee's federal Family and Medical Leave. Paid leave shall be counted towards leave under the FMLA. The City is not responsible for providing health insurance benefits to employees on leave beyond that required by law. Employees requesting leave under FMLA must use all accrued paid leave time prior to receiving leave without pay, except an employee may preserve up to a total of two (2) weeks accrued leave time (vacation and/or sick) for use after returning from leave under the FMLA.
- k. An employee who is unable to perform their duties and who has exhausted their sick bank, and who is not on an unpaid medical leave of absence, shall be separated from service.
- l. An employee who is separated from service under the provisions of this Article may apply for retirement benefits in accordance with the provisions of the Police Pension Plan.
- m. The Police Department may from time-to-time issue departmental policies and

procedures governing absenteeism which are not inconsistent with this Agreement. Such policies and procedures shall be reviewed with the Union at least 30 days prior to their implementation by the Police Department.

- n. At the request of the Police Department or the Police Commission, and upon reasonable notice, any employee shall be required to appear before the Police Commission for review of the employee's sickness and absenteeism record.
- P. The Chief of Police may discipline an employee, up to and including discharge, for just cause for a failure to comply with the provisions of this Article or for otherwise abusing sick pay for absences. An employee who is so disciplined may file a grievance in accordance with this Agreement.
- Q. An employee who has worked overtime or extra duty and who books off sick for their next regularly scheduled shift may be required to submit a physician's note and verification that the employee was unable to work before the employee will be paid for such sick day. An employee shall not volunteer for overtime or extra duty unless the employee has worked their complete last regularly scheduled shift, and this limitation applies for absences caused by both sick leave and injured on-duty leave. If an absence is the result of injured on-duty leave, this provision shall not apply to the employee's first return to work date after the initial injury or after a surgical procedure.
- R. An employee who has filed a workers' compensation claim shall be placed on injured on-duty leave with pay for the period of their absence, subject to the provisions of paragraph D above. By placing an employee on injured on-duty leave the City does not waive any rights it may have under the Connecticut Workers' Compensation Act.
- S. An employee who is awarded workers' compensation benefits shall receive, in addition, the difference between the statutory benefits and their regular net pay, including shift differential, for the period of their authorized absence.
- T. The City may assign an employee who is on injured on-duty leave to light or limited duty consistent with the provisions of this contract and applicable State law.
- U. EMERGENCY SICK LEAVE BANK

An emergency sick leave bank known as the Stamford Police Association Emergency Sick Leave Bank (SLB) is created and shall be administered by the City of Stamford in accordance with the provisions hereunder to provide emergency sick leave as hereinafter stated.

Employees may transfer any earned paid sick leave days to the SLB. To be eligible for the SLB, one of the following must occur: a) any employee must have contributed a day during August of a succeeding year; or c) in the case of new employees, they must have contributed one (1) day within three (3) months of the date of hire. The Stamford Police Association shall forward a list to the Director of Human Resources indicating the names of those employees and the number of days contributed no later than September 1 of each year.

The City will deduct the donated sick leave from each donating employee's individual sick leave bank.

Any employee who has previously contributed will not be required to contribute any additional days to the SLB to maintain eligibility until such time as the balance in the SLB falls below 120 total days. At such time each participating employee shall contribute a

minimum of one (1) additional day to remain eligible for the benefit. However, any eligible employee may contribute additional days as the employee desires.

The transfer of paid sick leave, from the SLB to an eligible individual, is to be used to provide additional paid sick leave for extreme hardship cases due to non-job-related illness and/or injury, including illness or disability resulting from the employee's pregnancy, and is not intended for casual sick use. Any sick time transferred under this section is not subject to the conditions of Section 7L of this Agreement.

An eligible employee shall request paid sick leave from the SLB by submitting their request to the Association.

The Association, on behalf of said employee, will submit the request directly to the Medical Review Officer (MRO), who is appointed as provided hereinafter, with a copy of such request to the Director of Human Resources.

1. Any eligible employee who satisfies the following criteria shall be entitled to receive the transfer of paid sick leave from the SLB:
 - a. Except as otherwise provided in paragraph d below, said employee must first fully exhaust their accumulated sick leave bank, and then exhaust any and all other accrued leave time; and
 - b. Said employee has been on leave for a non-job-related illness or injury for a minimum of thirty (30) consecutive calendar days. If an employee has less than thirty (30) days accumulated leave time, then the employee must wait thirty (30) consecutive calendar days before the employee is eligible to receive transferred sick leave time from the SLB;
 - c. Said employee has submitted medical documentation from their treating physician to the MRO. The MRO shall be a licensed physician, appointed by agreement of both parties, for the duration of the Collective Bargaining Agreement, subject to reappointment by agreement of both parties. The medical documentation submitted shall detail the seriousness and nature of the illness or injury involved. The MRO shall confirm the seriousness and nature of the illness or injury involved utilizing said medical documentation.
 - d. An employee who is unable to report to work due to illness or disability resulting from pregnancy may make an application to the SLB notwithstanding the requirements of paragraphs a and b above.
 - e. If the MRO is unable to confirm the seriousness and nature of the illness or injury from the medical documentation as provided above, said MRO may conduct or send the employee to have an Independent Medical Examination (IME). The IME shall be performed by a licensed physician, with expertise in the field of the illness or injury presented, to confirm the treating physician's report. The decision of the MRO, or the IME, shall be binding and final and not subject to the grievance procedure outlined in this Agreement.
 - f. Nothing contained herein shall preclude a resubmission to the MRO based upon additional medical documentation.
 - g. Employees are subject to continuing review by the MRO, to confirm the seriousness of the illness or injury. The MRO shall have the discretion to discontinue leave

benefits under this provision if the employee determines that the individual is capable of returning to work.

2. In the event that the parties cannot agree upon the selection of said MRO, the City and the Association shall submit the matter to binding arbitration before M. Jackson Webber, Esq., under the rules of the American Arbitration Association (AAA), or another mutually agreed upon arbitrator as an alternate.
3. The costs of the MRO, the IME (if needed) and Arbitrator shall be borne equally by the City and the Association.
4. The transfer of paid sick leave to the SLB shall be in days, regardless of rank. Furthermore, the distribution of leave time from the SLB shall be in days, regardless of rank.
5. The maximum number of sick leave days an employee can receive, per fiscal year, from the SLB is sixty (60) days. The lifetime maximum number of sick leave days an employee can receive from the SLB is one-hundred twenty (120) days.
6. The Chief of Police, in the Chief's sole discretion, may authorize the use of additional sick leave days from the SLB to any employee who has exhausted the maximum days set forth in paragraph (5) above. The Chief shall notify the Director of Human Resources of their decision to authorize or not authorize sick leave above the caps set forth in this section 5 above. The decision of the Chief of Police shall be final and not subject to the grievance procedure contained in this Agreement.

8. **INSURANCE**

A. Coverage

1. a. Health. Effective July 1, 2016, through June 30, 2021, the City agrees to provide medical benefits to each employee employed under the terms of this Collective Bargaining Agreement, along with their enrolled eligible dependents, in a Point-of-Service (POS) plan and a High Deductible Health Plan with a Health Savings Account (HDHP/HSA). The POS and HDHP/HSA benefits provisions are set forth in Appendix III attached to this Agreement. The POS Plan shall cease to be available to employees after June 30, 2019. In the event that the City exercises its rights to select or change insurance carriers or managed care vendors as outlined in Section 8F of this Agreement, said new insurance carrier or managed care vendor shall provide a SPD in lieu of the existing SPD if revised.
- b. Effective July 1, 2021, the City agrees to provide medical benefits to each employee employed under the terms of this Collective Bargaining Agreement, along with their enrolled eligible dependents in the State Partnership Plan 2.0 as in effect on July 1, 2021 ("current SPP").

In the event any of the following occur, the City or Association may reopen negotiations in accordance with MERA as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part:

- i. If the SPP in its current form is no longer available; or if the benefit plan design or benefits of the current SPP is modified as a result of a change in law or in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. In such a situation, reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

And/or:

- ii. If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the current SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the City or Association, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

c. In any negotiations triggered under the above as well as negotiations for a successor to this collective bargaining agreement, the parties shall consider the following additional factors:

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

d. Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling. In addition, the arbitrators shall consider the High Deductible Health Plan as set forth above in section 1 (a) to be the baseline for such negotiations.

e. The current SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the current SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose a HEP non-participation or noncompliance per month premium cost increase or annual deductible, those sums shall be paid 100% in their entirety by the nonparticipating or non-compliant employee. No portion or percentage shall be paid by the City. The per month premium cost increase shall be implemented through payroll deduction, and the annual deductible shall be implemented through claims administration.

2. Dental. The City will provide a PPO dental plan as outlined in Appendix III.
3. Vision. The City shall provide and pay for a vision plan as outlined in Appendix III.
4. Life Insurance The present contribution made by employees toward premiums under the existing Group Life Insurance plan shall continue and the employees may elect life insurance coverage up to the lowest thousand level of the employee's yearly salary. (e.g., If an employee earns \$16,150.00 the employee is entitled to life insurance up to face value of \$16,000.00).
 - a. The City shall provide and pay for a life insurance policy in the face amount of Four Thousand Dollars (\$4000.00) for each retired employee. Effective July 1,

2008, in lieu of the four thousand dollars (\$4000.00) insurance policy benefit, the retired employee's eligible beneficiary will receive a four-thousand-dollar (\$4000.00) lump-sum pension bonus at time of death paid from the Stamford Police Pension Fund.

B. Retiree Benefits

1. Pre Age sixty-five (65): The City will make available to employees, including eligible dependents, who retire with a pension from the City of Stamford Police Pension Fund, the medical benefits plan made available to active employees and eligible dependents from time to time, providing for hospital and medical benefits, but not including dental or vision benefits. The POS plan shall cease to be available to employees who retire after June 30, 2019. In addition, employees hired after the City's ratification of this Agreement shall only have the SPP plan or City supplemental plan(s) available to them upon retirement.

For employees hired prior to April 11, 2016, all spousal medical benefits set forth herein shall remain in effect at the time of retirement with the following exception: if an employee marries or remarries after retirement, then the spousal medical benefit ends upon death of the employee. For employees hired after April 11, 2016, the spousal medical benefit shall only apply to the spouse at the time of the employee's retirement.

2. Post Age sixty-five (65):
Upon a retiree's Medicare eligibility, the City will have the option to either maintain secondary health insurance or move to a Medicare supplemental plan such as a Part F Insured Plan with a prescription rider, so long as the move causes no reduction in benefits to the employees. The City maintains the option to move back at any time without bargaining, so long as the move causes no reduction in benefits to the employees. Coverage for the Medicare supplement will be available to the retiree and eligible dependent(s) as set forth herein.

If the retiree is not eligible for Medicare for any reason, the City will make available the current SPP medical plan as available for pre-65 retirees.

If the retiree is eligible for Medicare supplement and the eligible dependent spouse is not eligible for Medicare, the dependent spouse shall have access to and remain on the plan under the same terms as available to the retiree prior to enrollment in Medicare.

For employees hired prior to April 11, 2016, all spousal medical benefits set forth herein shall remain in effect at the time of retirement with the following exception, if an employee marries or remarries after retirement, then the spousal medical benefit ends upon death of the employee. For employees hired after April 11, 2016, the spousal medical benefit shall only apply to the spouse at the time of the employee's retirement.

All retirees, current and prospective, shall be entitled to avail themselves of additional hospital, and medical benefits without effecting their right to continue participating in the hospital and medical coverage offered to retirees of the Stamford Police Department of the City of Stamford so long as they continue to pay the required premium/cost for such coverage by the City of Stamford. If such retiree avails himself/herself of such other medical coverage, the coverage provided by the City of Stamford shall be deemed secondary and the subsequent coverage shall be deemed as primary coverage. If said subsequent coverage offers a retirement medical package and

said retiree is eligible for same, then said retiree must elect the subsequent retirement package as primary and the coverage offered by the City of Stamford as secondary. If the retiree is not eligible for or such subsequent retirement benefits are not available to said retiree, then the coverage of the City of Stamford shall be deemed primary coverage for said retiree and their enrolled dependents so long as he has maintained said coverage by paying the required premiums. If said retiree has not continued to participate in the City of Stamford retirement medical benefits package by paying the necessary costs and does not have any other hospital and medical benefits available to him, then he shall be entitled to rejoin the City of Stamford retirement medical benefits plan by recommencing payment of the necessary premiums for said coverage. However, the retiree is limited to opt back into the City's medical benefits plan only one-time regardless of whether said employee took or did not take the City's medical benefits plan at the time of retirement.

C. Retiree Costs

1. Retire Before Age fifty-five (55):

- a. Cost to age 65: To receive medical coverage, the retiree must pay one-third (33.33%) and the City will pay two-thirds (66.66%) of the cost of such medical benefits plan. For employees participating in the HDHP/HRA plan upon retirement, the deductible funding by the City shall be the amount paid for active employees as of the date of retirement but no less than 50%.
- b. Cost Post 65: The retiree must pay one-third (33.33%) of the cost for the supplementary coverage as referenced in Section 8 (B) (2) above.

2. Retire at or after age Fifty-Five (55): For employees hired prior April 11, 2016, the City shall pay one hundred percent (100%) of the cost for such medical benefits plan made available to retirees under t Agreement and one hundred percent (100%) of the cost for such supplementary coverage made available to retirees under this Agreement. For employees participating in the HDHP/HRA plan upon retirement or for any current retiree who chooses to participate in the HDHP/HRA, the City shall fund 75% of the deductible for the HDHP until the retiree reaches age 65. Such funding shall be made on or about July 1 of each year.

The following shall apply for employees hired after April 11, 2016, the employee shall pay forty five percent (45%) of the cost for such medical benefits plan made available to retirees under this Agreement if the employee retires at age fifty nine (59) or less. The employee shall pay forty percent (40%) of the cost for such medical benefits plan made available to retirees under this Agreement if the employee retires at age sixty (60) to sixty-five (65). For employees participating in the HDHP/HRA plan upon retirement, the deductible funding by the City shall be the amount paid for active employees as of the date of retirement but no less than 50%. In either case, the retiree shall participate in Medicare Part A and B at age sixty- five (65), with the retiree paying for Medicare Part B. The City shall pay for one hundred percent (100%) of a Medicare supplemental plan or a Medicare Part F insured plan with a prescription rider.

3. For employees hired prior to April 11, 2016, who hereafter retires and when sixty-five (65) years of age or older, shall receive premium reimbursement for coverage they pay for under Medicare Part B. The cost of such coverage shall be borne by the City The City may, at its option, provide Medicare Risk contract(s) to retirees voluntarily, as an alternative to the supplemental coverage.

4. Effective July 1, 2016, all active employees shall contribute one percent (1%) of the Top Step Patrol Rate each payroll period into an OPEB Trust to help fund retiree health insurance costs. Employees shall not be required to make a contribution after thirty (30) years of service. The above employee contribution toward OPEB shall be made in accordance with the applicable Internal Revenue Service Code requirements and will be made on a pre-tax basis if permitted.
5. For all employees hired prior April 11, 2016, the City agrees not to implement changes to the retiree costs or deductible funding for the applicable health insurance plan established in this Agreement for a period of seven years from April 11, 2016. The City may propose and negotiate such changes, but any changes shall not be implemented until after the foregoing seven-year period from ratification of this Agreement. This limitation does not apply to employees hired after April 11, 2016, and this limitation does not apply to contributions made by employees to fund the OPEB trust outlined in this Agreement.

- D. Waiver of Coverage. An employee who is eligible for health benefits provided by the City and where such benefits are extended to their spouse and/or child(ren), the employee may voluntarily elect, subject to Section 125 of the Internal Revenue Code, to waive all medical/dental/vision benefits, and in lieu thereof, be remunerated an annual amount of seven hundred and fifty dollars (\$750), provided the employee has notified the Benefit Manager's Office during the enrollment period. In order to be eligible for this annual payment, the employee must provide evidence of similar coverage under another group health benefit program. If an eligible employee has waived their insurance benefits the previous year and does not notify the Benefit Manager's Office of their selection for the coming fiscal year, the waiver will remain in effect. Payment for the waiver will be made in two (2) equal installments, six (6) months apart (January and July).

An eligible employee choosing this option shall be able to rescind such option during the annual open enrollment window period, or as a result of a change in "family status". A change in "family status" results from the eligible employee's marriage, divorce, birth or adoption of a child, death of a spouse or child, or the loss of other health benefit coverage. An employee wishing to change this waiver option must give the Benefit Manager's Office at least fifteen (15) days advance written notice. If such option is rescinded, all prior rescinded coverage will become effective at the beginning of the month following the written notice to reinstate such coverage. An eligible employee who reinstates health benefits during the medical plan year must reimburse the City the money received for waiving such insurance coverage. In lieu of a lump sum payment, the employee may elect to reimburse the City by payroll deduction over a six (6) month period.

- E. Prior to July 1, 2021, employees shall contribute twelve percent (12%) of the total of the self-insured equivalent rate for the HDHP/HSA plan, the dental self-insured equivalent rate and vision self-insured equivalent rate.

The HDHP shall have a \$2000/\$4000 deductible, and beginning July 1, 2018, the City shall fund 50% of the deductible for the HDHP/HSA plan.

The City shall fund the foregoing deductible amounts in full as of July 1 of each year, or no later than 10 days after.

Employees shall contribute thirteen percent (13%) of the total of the State Partnership Plan premium, the dental self-insured equivalent rate and vision self-insured equivalent rate.

Effective January 1, 2024, the employee contribution shall increase to thirteen and one-half percent (13.5%); effective July 1, 2024, the employee contribution shall increase to fourteen percent (14%); and, effective January 1, 2026, the employee contribution shall increase to fourteen and one-half percent (14.5%).

The employee contributions for the plans above shall be made pursuant to Internal Revenue Service Code Sec. 125 on a pre-tax payroll deduction basis. It is presumed that as a member of the bargaining unit, individual payroll deduction authorizations are not required due to their representation by the union and the mandatory requirement of the employee to be eligible for medical and prescription drug benefits.

F.

1. Administration of Benefits. The City will provide the medical, dental, vision and/or prescription drug benefits as set for in this Agreement through a properly licensed insurance company in the State of Connecticut, or through an alternative self-insured arrangement. If benefits are self-insured by the City, employees shall have all claims adjudicated in conformance with applicable confidentiality standards, along with the same rights of appeal extended by the service provider as if the benefits were insured. In no event shall the coverages and benefits provided through an alternative insurance carrier, managed care vendor, either self-insured or self-administered be less than the benefits and coverage's as set forth in APPENDIX III. The size and scope of a preferred provider network of physicians, hospitals, dentists, optometrists, etc. shall not be a factor in determining the duplication of benefits by an insurance carrier or managed care vendor. It is agreed that an alternative insurance carrier or managed care vendor can be selected by the City provided that the new insurance carrier or managed care vendor network includes seventy (70%) percent of the hospitals and physicians in Fairfield County of the original preferred provider network of hospitals and physicians. The City retains the sole and exclusive right to select and/or change insurance carriers or managed care vendors. The City shall review any proposed changes with the Union prior to implementation, and if there is a disagreement on the level of benefits, coverages or services provided with the proposed insurance carrier and/or managed care provider, the Union may submit the issue to binding arbitration.

Prescription Drug Benefits for the period July 1, 2019, through June 30, 2021:

IN-NETWORK	OUT-OF-NETWORK
Employee co-pay for prescription drugs \$5 Generic \$25 Formulary \$40 Non-Formulary \$10/\$50/\$80 Mail Order (90-day supply) No maximum	Emergency pharmacy services only

Effective July 1, 2021, prescription drug benefits are included as part of the State Partnership Plan.

- G. Flexible Spending Accounts: The City shall make available under IRS Section 125, a pre-tax Medical Reimbursement Account only for those enrolled in the State Partnership Plan to the extent permitted by the Internal Revenue Code. Should any excess deduction by the employees from their payroll remain at the end of a calendar year, such remainder shall first be used to offset any losses or administrative costs of the plan, and any further remainder shall be donated to the Special Olympics.

9. **PENSIONS**

- a. A present pension plan as provided for in the Charter of the City of Stamford (including provisions with respect to Veterans Reserve), the previous Collective Bargaining Agreements and a certain agreement between the parties hereto dated June 16, 1971, shall remain in effect except as provided for below.
- b. Effective July 1, 1998, in addition to the existing method of calculating base salary for pension benefits, the equivalent value of fourteen (14) paid holidays, whether taken as paid leave or "cashed in", shall be added to the employee's base salary for pension calculation purposes only. Employee pension contributions shall be deducted from the value of said days. For the purposes of this section only, it shall be deemed that each employee has fourteen (14) holiday slips annually notwithstanding language to the contrary in this Agreement.
- c. Effective July 1, 1998, and provided the requirements under Section 414(h) are met, the City will "pick up" contributions in accordance with a 414(h) I.R.C. plan that will enable employees to have pension contributions deducted on a pre-tax basis.
- d. Effective July 1, 2001, and continuing thereafter, the City's minimum contribution will be the amount actuarially necessary to fund the plan. The amount actuarially necessary shall be determined by the plan's actuary (as selected through the City's purchasing process) in accordance with standard and accepted actuarial practices.
- e. For employees hired prior to April 11, 2016, pensions will be granted in accordance with the following schedule:

<u>NUMBER OF YEARS</u>	<u>PERCENTAGE</u>
20	50%
21	53%
22	56%
23	59%
24	62%
25	65%
26	67.33%
27	69.66%
28	71.99%
29	74.32%
30	76.65%

- f. Employees hired prior to April 11, 2016, shall not be required to make any pension contributions after thirty (30) years of service. For the purposes of this section, military service previously purchased by an employee shall be considered years of service so as to eliminate the requirement of pension contributions. For example, an employee who has twenty-eight (28) years of service and had previously purchased two (2) years of military service shall be deemed to have thirty (30) years of service so as to eliminate the requirement of pension contributions.
- g. No employee who is less than 65 years of age shall be retired involuntarily by the Pension Board if he is physically able to perform the duties of any available job currently being performed by officers of their rank in the Police Department, provided, however, that there is an opening for such a job to which the employee can be assigned without violating the terms of this contract or the Rules and Regulations of the Personnel Commission and the employee is qualified to perform the necessary duties of that job. Each employee of the Department shall

submit to such physical examination as may be required by the Department.

- h. In the event that an employee is entitled to vacation pay, or earned holiday slips, at the time of their death, their heirs or successors shall receive pay for said vacation or holiday slips on the same basis as that to which the employee was entitled at the time of their death.
- i. After ten (10) years of service with the Stamford Police Department an employee will vest in the Police Pension Fund. Employees hired before the City's ratification of this Agreement may elect to receive a vested pension calculated at the rate of two and one-half percent (2-1/2%) of their annual salary payable monthly to the employee or their beneficiary beginning when he would have reached their twentieth anniversary. That employee may elect to receive a vested pension calculated at the rate of two and one-half percent (2-1/2%) per year of their annual salary payable monthly to the employee or their beneficiary beginning when he would have reached their twentieth (20th) anniversary and age 48. For employees hired after April 11, 2016, the foregoing percentages shall be two and one-quarter percent (2.25%). An employee receiving a vested pension will not be eligible to receive hospital, medical, surgical, major medical, dental or vision coverage nor will he receive life insurance coverage.
- j. For employees hired before April 11, 2016, the surviving spouse of a retired officer who thereafter dies will receive one hundred percent (100%) of the pension which the retired officer was receiving at the time of their death. However, this survivor benefit shall only apply to the employee's spouse at the time of retirement.
- k. Active employees of the Stamford Police Department who suffer a work-related illness or injury at any time during their employment as a police officer shall be eligible for the following Disability Pension benefits, in addition to those currently existing pursuant to the Charter of the City of Stamford and Declaration of Trust.
 - 1. Such employees shall be entitled to a Disability Pension equal to one hundred percent (100%) of their base pay at the time of the Application if at least two out of three independent medical physicians selected by the Pension Board concur that said employee has a permanent/partial disability of fifty percent (50%) or a combined permanent/partial disability of fifty percent (50%) or more of any part of their/her body, including mental disability, and the majority of the Pension Board concurs that said employee is unable to be gainfully employed as a result of said disability. The Pension Board shall select the independent medical examiners from Board Certified Physicians who are specialists in the field which involves the particular physical or mental disability claimed by such employee.
 - 2. Such employees shall be entitled to a Disability Pension equal to seventy-five percent (75%) of their base pay at the time of the Application if the employee receives a disability rating through the Workers Compensation Commission process by agreement between the employee and the City or after a contested hearing at which both the employee and the City appeared and were heard that same member has a permanent/partial disability of thirty percent (30%) or a combined permanent/partial disability of thirty percent (30%) or more of any part of their body-that said employee is unable to meet the physical or mental requirements of an entry level patrolman for the Stamford Police Department.

If the employee suffered a work related illness or injury, including a mental disability, for which a disability rating was not obtained in the Workers Compensation process, then the employee will be entitled to a disability pension under this paragraph if at least two out of three independent medical physicians selected by the Pension Board concur that said employee has a permanent/partial disability of thirty percent (30%) or a combined

permanent/partial disability of thirty percent (30%) or more of any part of their body, including mental disability, and also at least two out of three of said independent medical physicians concur that said employee is unable to meet the physical or mental requirements of an entry level patrolman for the Stamford Police Department.

3, Effective November 1, 2023, the disability benefits of this section 3 shall apply to all employees in lieu of the disability benefits set forth above in section 2, except for employees on a list agreed to by the Association and the City of employees who currently have 1) a disability rating of at least 30%, and 2) for employees who currently have a pending workers compensation claim which is pending a rating or has not been rated through the Workers' Compensation process and approved by the Workers' Compensation Commission, or by agreement between the parties. The parties acknowledge that the list of employees consists of approximately 78 employees and will be re-confirmed. Any employee on the agreed to employee list will be removed from the list, if after completion of the rating process, the employee's total cumulative rating is less than 30%. Upon removal from the list, the disability benefits of sections 3A and 3B will apply.

A. Active employees shall be entitled to a Disability Pension equal to seventy five percent (75%) of their/her base pay at the time of the Application pursuant to the following:

- i. if the active employee suffered a work-related illness or injury or repetitive trauma, including a mental condition/disability, which is accepted by the City through the Workers Compensation process; or by agreement between the Employee and the City, or after a contested hearing at which both the employee and the City appeared, and
- ii. the Employee has sustained a permanent /partial physical injury/disability or has a permanent /partial mental condition/disability and is permanently unable to fully perform the functions of a police officer for the Stamford Police Department as described in the job description.
- iii. In the event the criteria in both A. i. and ii. are met, then the employee shall not be required to submit to any additional medical examination(s) requested or otherwise required by the pension board/charter in order to obtain a disability pension under this section.

B. If the active employee suffered a work related illness or injury or repetitive trauma, including a mental condition/disability, and said employee has not been determined to be permanently unable to perform the functions of a police officer or has not been determined to have a permanent /partial injury or disability in the Workers Compensation process or by agreement between the Employee and the City, then the employee will be entitled to a disability pension equal to seventy five percent (75%) of their/her base pay at the time of the Application under this paragraph if:

- i. at least two out of three independent medical physicians selected by the Pension Board concur that the employee has a permanent /partial physical injury/disability, including a mental condition/disability, and
- ii. at least two out of three of said independent medical physicians concur that the employee is permanently unable to fully perform the functions of a

police officer for the Stamford Police Department as described in the job description.

- 4 The terms of this Article shall supersede any inconsistencies with the terms of the Police Pension Plan Compilation of Plan Benefits.
1. Effective July 1, 1997, for any employee who thereafter retires on a 100% disability pension, the City shall pay one hundred percent (100%) of the cost for the retiree medical insurance package as contained in this Agreement.
- m. The City of Stamford Police Pension Plan shall be revised to include future retiree pension adjustments as set forth in APPENDIX II for employees who retired prior to November 1, 2023. For employees who retire on or after November 1, 2023, with a normal retirement with twenty (20) or more years of service, or with a disability retirement, such retiree shall be eligible to receive a cost-of-living increase of one percent (1%) of their retirement benefit every year effective July 1. The first increase will be effective July 1, 2024. Retirees who have attained age 65 by July 1 of each year will be eligible for the increase. Upon the death of a retiree who was receiving the cost-of-living adjustment, the named beneficiary shall continue to receive the cost-of-living adjustment of one percent (1%) of the beneficiary's retirement benefit every year on July 1.
- n. Effective July 1, 2001, upon death or retirement, including early or disability, an employee may elect one of the following options:
 1. An employee hired prior April 11, 2016, may trade in fifty percent (50%) of their accrued sick leave days, for additional pension credit. The calculation will be based on twenty (20) sick leave days equating to an additional one and one-half percent (1.5%) added to their/her pension, up to a maximum of seven and one-half percent (7.5%); or
 2. An employee may elect to receive a one-time, lump-sum pay out of fifty percent (50%) of their accrued sick leave days, at their/her then current regular rate of pay; or
 3. An employee hired prior to April 11, 2016, may elect a combination of options A and B above, which in total may not exceed fifty percent (50%) of their accrued sick leave days.

For example:

Under Option #N1 {above}: Employee X has two hundred (200) sick leave days at retirement. The employee elects to trade in fifty percent (50%) of their sick leave days (one hundred (100) days), for pension credit. Officer X would receive seven and one-half percent (7.5%) additional pension credit; or

Under Option #N2 {above}: Employee X has two hundred (200) sick leave days at retirement. The employee elects to cash-in all fifty percent (50%) of their sick leave days (one hundred (100) days); or

Under Option #N3 {above}: Employee X has two hundred (200) sick leave days at retirement. The employee is eligible to trade in fifty percent (50%) of their sick leave days (one hundred (100) days), for pension credit. Instead of trading in all one hundred (100) sick leave days for pension credit, Officer X elects to trade-in sixty (60) sick leave days for pension credit, totaling four and one-half percent (4.5%), under option N1, and elects to cash-in, the remaining forty (40) sick leave days, under option N2.

Employees with thirty (30) or more years of service as of July 1, 2001, who do not have accrued sick leave totaling two hundred (200) days, may trade in holiday leave

days (up to 27), vacation leave days (up to 25) and/or personal leave days (up to two) for additional pension credit, not to exceed seven and one-half percent (7.5%). To be eligible under this paragraph, the employee must exercise their right to retire on or before June 30, 2005.

Any employee who at retirement has less than two hundred (200) accrued sick leave days may, in addition, trade in vacation leave not to exceed twenty-five (25) days, for additional pension credit. The total amount of sick/vacation days converted to pension credit shall not exceed seven and one-half percent (7.5%).

Catastrophic Contingency Clause: An employee, who uses one hundred (100) sick leave days in connection with a catastrophic illness or injury during the ten (10) year period prior to their retirement, will be permitted to receive donations of sick leave from other members of the bargaining unit. The total amount of donated sick leave shall not exceed one hundred (100) days. In addition, said employee may trade holiday leave days (up to 27), vacation leave days (up to 25) and/or personal leave days (up to two) for additional pension credit, not to exceed seven and one-half percent (7.5%). An employee may not trade in donated sick leave days for cash payout.

0. For Employees Hired on or After March 5, 2002:

Each employee with prior full-time active military service in a branch of the United States Armed Forces shall be given credit as creditable service for purposes of determining their pension retirement allowance for each year of military service up to two (2) years (in increments of six (6) months). Said employee must elect to purchase their military service time and make the required contribution to the Stamford Police Pension Fund. Said election to purchase military service time must be made within the first six (6) months of their employment (commencing after successful completion of training at the police academy). Failure to exercise the election within the six (6) month period shall result in the employee's waiving this option. Said additional contribution to the pension fund shall be made within the first two (2) years following the election and shall be at the employee's existing rate of contribution times their annual salary for each year (in six (6) month increments) of military service time for which the employee wishes to purchase credit. The purchase of said military service time shall not be used to calculate the number of years to vest but shall be added to the number of years of employment for pension purposes (i.e. 10 years of employment plus 2 years of military credit = 12 years of service for pension calculations; or, 20 years of employment plus 2 years of military credit = 22 years of service for pension calculations. Conversely, 8 years of continuous employment plus 2 years of military credit does not equal 10 years of service for vesting purposes; and 18 years of continuous employment plus 2 years of military credit does not equal 20 years of service for vesting purposes).

Employees exercising the election must execute the attached "Military Buyback Form" and submit it to the Chief of Police. Payment/checks shall be made payable to the "Stamford Police Pension Fund."

P. DEFERRED RETIREMENT OPTION PLAN ("DROP")

1. A Deferred Retirement Option Plan ("DROP") will be offered only to employees of the Stamford Police Department who are active as of April 11, 2016. The DROP is intended to provide an alternative retirement option to members who are eligible to retire. The City of Stamford and the Stamford Police Association agree that the DROP is intended to be cost neutral and, therefore, must be evaluated and adjusted based upon the latest published Police Actuarial Valuation report,

which will be prepared and published at least annually, to maintain cost neutrality.

2. An active employee who is a member of the City of Stamford Police Pension Plan is eligible for the DROP upon reaching 20 years of service.
3. An employee must give the City ninety (90) days' notice, in writing, that the employee has elected the DROP.
4. An employee electing the DROP will be considered retired only with respect to their entitlement to pension benefits under the Police Pension Plan but will not be required to separate from active service or be considered separated from active service as an employee with City of Stamford Police Department.
5. Unless and except as otherwise provided in this section, members who elect the DROP shall remain as active employees, subject to all the terms and conditions of employment applicable to active members of the City of Stamford Police Department, including the terms of the Collective Bargaining Agreement, through and including the completion of the DROP period.
6. An employee electing the DROP shall not be eligible for promotion within the Police Department during the DROP period.
7. The DROP period is defined as the time after the member has elected the DROP commencing on the date of the first payment to the DROP (the "effective date") through the date that the member separates from active service with the City. The DROP period must begin on the first day of a calendar month and end on the last day of a calendar month.
8. The employee will accrue no further pension benefits after the DROP effective date.
9. If the employee uses their sick bank for pension credit, the employee's sick bank shall terminate on the effective date of the DROP and, thereafter, the employee shall accrue sick days at the rate of 1.25 days for each full month of service. The employee may use sick days before they have accrued up to the maximum that can be earned during the employee's DROP period. If the employee's Drop period ends prior to the employee's having accrued the amount of sick days used, the employee shall repay the City, from the employee's DROP record keeping account for all sick days used but not yet accrued at the end of the Drop period.
10. When an employee elects the DROP the employee will be entitled to all the benefits the employee is entitled to under the Police Pension Plan as of the effective date of the DROP with the following limitations and/or exceptions:
 - a. An employee who elects the DROP will not be entitled to receive a disability pension under either Section 9(K) of the Collective Bargaining Agreement or Section C7-20-1 of the Charter of the City of Stamford during the DROP period. An employee who has elected the DROP may apply for a disability pension to commence after the employee separates from active service with the City at the end of the DROP period. The amount of any disability pension subsequently awarded shall be based upon the employee's salary on the effective date of the DROP. For employees who become unable to work due to a disability during the DROP period, refer to Paragraph 14 below.
 - b. During the DROP period, the employee's pension payments shall be credited to a record keeping account for the member within the Police Pension Fund.
 - c. The DROP payment shall be calculated to ensure that the total value of the pension

payments received by the employee during the DROP period together with the pension payments received by the employee after leaving active service at the end of the DROP period are the actuarial equivalent of the total value of the pension payments the employee would have received if the employee had not elected the DROP and began receiving a pension, without benefit of the DROP payment, to ensure cost neutrality to the Police Pension Fund. A slight change in the mortality assumption will be made to produce unisex factors based upon the gender split in the latest published Police Actuarial Valuation report. The DROP payment shall be determined by the Police Pension Fund Actuary based on the assumptions in the most recent published Police Actuarial Valuation report.

- d. The amount of the payments credited to the employee's record keeping account during the DROP period shall be capped at the amount of the employee's 100% monthly pension benefit as of the effective date of the DROP.
 - e. The payments credited to the employee's record-keeping account shall not be maintained in an account separate from the Pension Fund account and shall not accrue interest for the benefit of the employee.
 - f. The monthly pension payment shall return to 100% of the employee's pension benefit, calculated as of the effective date of the DROP, at the end of the DROP period when the employee separates from active service as a police officer with the City of Stamford.
 - g. During the DROP period, employee contributions to the Pension Plan shall cease. The DROP payments shall remain in the Plan and be credited to the employee's recordkeeping account.
 - h. One hundred percent (100%) of the monthly pension payments credited to the employee's record keeping account shall be paid to the employee in a lump sum at the end of the Drop period as soon as possible but, in any case, no later than sixty (60) days after the employee separates from active service as a police officer in the City of Stamford. The employee may either elect to rollover their DROP recordkeeping account to another qualified plan or receive a direct payment.
11. An employee who has elected and commenced the DROP may not withdraw before the end of the DROP period unless the member separates from active service with the City of Stamford.
12. The minimum length of the DROP shall be one (1) year and the maximum length of the DROP will be three (3) years. The DROP period shall be in increments of years. The employee shall select the length of their DROP period upon electing the DROP.
13. An employee who has elected the DROP may separate from active service at any time during the DROP period. At separation, the DROP period will end, and the Pension Plan will commence paying the employee's 100% pension benefit based upon the employee's salary and pension accrual on the effective date of the DROP. In addition, the employee will be eligible to receive all amounts in their DROP recordkeeping account.
14. An employee who sustains an injury during the DROP period shall be treated as an active employee and, as appropriate, shall be entitled to receive Workers Compensation benefits as an active employee. If an employee becomes unable to work due to a disability during the DROP period, the employee shall be entitled to receive, as appropriate, a disability pension under Section 9.K. of the Collective Bargaining Agreement or C7-20-1 of the City of Stamford Charter. If the employee receives a disability pension, their DROP option shall revert, without penalty,

to a disability pension based upon the employee's salary on the effective date of the DROP and all DROP Payments will cease. In addition, the employee will be eligible to receive all amounts in their DROP recordkeeping account.

15. The City of Stamford and the Stamford Police Association agree to meet no later than January 1, 2023, to assess and address the impact of the DROP.
16. Examples of the operation of the DROP option are contained in Appendix V of this Agreement for illustration purposes only, and such examples may change based on actuarial assumptions and factors used in the calculation of the DROP benefit.

Q: PENSION: For employees hired after April 11, 2016, except as otherwise provided herein, the following provisions shall apply:

1. Pensions will be granted based on the following schedule: 2.25% pension multiplier for each year of service.
2. The pension multiplier will be applied to the average of the highest three years of pensionable salary at the time of retirement.
3. Employees shall not be required to make any pension contributions after thirty-five (35) years of service.
4. Employees shall only receive a maximum of 100% of the pensionable amount.
5. Employees shall have the following choices regarding their spousal benefit: 1) no survivorship benefit for the spouse; 2) a 100% joint and survivorship option; 3) a 50% joint and survivorship option. The foregoing benefit shall only apply to the employee's spouse at the time of retirement and will be actuarially calculated at the time of retirement.

Examples

Assume that a calculation is done, and the base benefit is \$5,000 per month. Also assume that both the participant and spouse are age 50 at retirement. The actual calculation and amount differs for each member's election and the member should contact the City for their individual actual calculation.

Base Benefit

Life Annuity Form:

\$5,000 no death benefit when participant dies.

50% Joint & Survivor Benefit

\$5,000 X .9532 = \$4,766

\$4,766 per month as long as the participant lives.

If the participant dies before the spouse, then the monthly benefit drops to \$2,383(50% of \$4,766) for the remainder of the spouse's lifetime.

100% Joint & Survivor Benefit

\$5,000 X .9106 = \$4,553

If the participant dies before the spouse, then the monthly benefit remains \$4,553 for the remainder of the spouse's lifetime.

6. Employees shall not be able to trade in accrued sick leave days for pension enhancement but said employee may elect to receive a lump sum payment of 50% of their accrued sick leave days upon retirement.
7. For the purposes of this section, military service previously purchased by an employee shall be considered years of service so as to eliminate the requirement of pension contributions. For example, an employee who has thirty-three (33) years of service and had previously purchased two (2) years of military service shall be deemed to have thirty-five (35) years of service so as to eliminate the requirement of pension contributions.

R. Deferred Compensation 457 Account

Employees shall be allowed to cash out up to 25 days of vacation, 10 sick days, or any amount of compensatory time to the employee's 457 account with the City at an amount equal to the rate of said employee's daily rate. The employee's decision to cash out such time shall be made no later than the last pay period of May in each fiscal year. The payment to the employee's 457 account will be made during July of each year.

10. CLOTHING ALLOWANCE

- A. The clothing allowance for all employees presently entitled to receive such allowance shall be as follows:
 - a. The annual sum of \$1,600.00
 - b. Effective July 1, 2001, and continuing every three (3) years thereafter (2004, 2007, etc.) the annual clothing allowance will be increased by \$400.00 the intent of which is for the purchase/replacement of bullet proof vests.

The payment of the clothing allowance shall be semi-annually with one half the amount paid the first pay period in July and one half the amount paid the first pay period of January of each year.

- B. A pro-rata portion of such allowance shall be paid to any employee starting in the midst of a contract year in a position qualifying for the allowance. Upon appointment to the Stamford Police Department, a regular member of the department shall receive an initial issue of clothing and equipment as follows:
 - a) One (1) Ike jacket
 - b) One (1) leather jacket
 - c) Two (2) pair of summer trousers
 - d) Two (2) pair of winter trousers
 - e) Five (5) short-sleeve shirts (Flying Cross All Weather Deluxe Tropical) with shoulder patches to be attached to left and right shoulders.
 - t) Five (5) long-sleeve shirts (same as "e" above)
 - g) Two (2) pull-away ties (black cotton)
 - h) One (1) hat
 - i) One (1) nylon windbreaker
 - j) One (1) pair foul weather boots
 - k) One (1) black/red reflectorized, reversible raincoat
 - l) One (1) rain cap cover
 - m) One (1) authorized handgun

- n) Ammunition as needed
 - o) One (1) gun belt (woman's gun belt as needed)
 - p) One (1) leather pants belt with silver plated buckle
 - q) One (1) authorized duty holster
 - r) One (1) authorized clip holder
 - s) One (1) pair handcuffs and handcuff holder
 - t) One (1) walkie talkie radio with holder and charger
 - u) One (1) PR-24 baton and holder
 - v) One (1) bulletproof vest
 - w) One (1) flashlight (3 cell)
 - x) Six (6) pair black socks (plain toe)
 - y) One (1) pair black shoes
 - z) One (1) name tag
- C. Wearing apparel issued to female employees, including hats, shall be cut to fit the female form, as approved by the Department (e.g., women's sizes 7, 9, 10, 11, 12, 14).
- D. Work clothes shall be issued by the Department to employees assigned to the Police Garage, Marine Section and Communications Section on a need basis. Employees of the Marine Section and Police Garage shall be required to purchase steel toe work shoes and special boat footwear out of their line of credit funds.
- E. Any uniform item found to be worn, frayed or damaged shall be replaced by the employee. Any item of equipment found to be damaged, defective or inoperative shall be replaced by the employee.
- F. Repair or replacement bills for clothing or equipment damaged in the line of duty shall be paid by the Department.
- G. Organizational equipment issued by the Police Department including: handgun, ammunition, holster, gun belt, handcuffs, handcuff case, PR-24 baton and holder, flashlight, bulletproof vest, walkie talkie radio charger and holder are the property of the City of Stamford and must be turned in upon termination of employment. Uniforms, including the leather jacket, must also be turned in if still serviceable.
- H. A committee comprised of a representative from patrol (uniform), detectives, range and training, and a chairperson designated by the Chief of Police shall conduct a study and give a report to the Chief containing recommendations on off-duty weapons, their approval, ammo, qualification times and other related issues.
- a. Medical Equipment: The City shall provide and maintain the medical equipment in police vehicles as set forth in Appendix VI. The City shall also provide necessary employees with a Narcan Nasal Kit. In consideration, the City shall pay a non-pensionable \$600 annualized stipend (\$50/month) which shall be prorated to reflect the total number of months / time period during the fiscal year when the Employee was employed by City. The Employee must have the required medical equipment qualifications/certifications in order to receive the stipend and the medical equipment qualifications needed herein shall be offered and provided for by the City. The payment is paid at the end of each fiscal year (July) and is retroactive to 7/1/19 (i.e. paid for FY 19-20 and FY 20-21). Said retroactive payment shall be paid within forty-five (45) days of June 22, 2021. Recruits attending the academy are not eligible for this stipend until after graduation.

11. CAR ALLOWANCE

- a. When the Chief of the Department requires any employee to make full-time use of their private car on any day, on an intermittent basis, the employee shall be entitled to a Three Dollar (\$3.00) allowance for each such day plus replacement of gasoline consumed at the Police Garage and repairs to their car at the garage if it is damaged during use of departmental business.
- b. Each employee whose position requires him to travel, on a daily basis, from place to place within or in the vicinity of the City of Stamford to perform their duties and is required by the Chief of the Department to furnish their own transportation for such purpose shall receive (irrespective of whether he uses their car each day) a car allowance at the rate of Sixty Dollars (\$60.00) per month. In addition, any such employee who shall use their car for more than seven thousand two hundred (7,200) miles per contract year to perform their duties shall receive at the end of each such year ten cents (\$.10) for each mile in excess of seven thousand two hundred (7,200) miles. An employee who expects to travel in excess of seven thousand two hundred (7,200) miles per contract year shall at the end of each month give their supervisor a memorandum stating the approximate number of miles traveled during the preceding month. If the supervisor does not question the mileage figure so provided within three weeks of their receipt of the memorandum, then the mileage figure for that month will be presumed to be correct. It is understood that a daily mileage log need not be kept by an employee. If a mileage figure is questioned and dispute arises, then such dispute may be the subject of a grievance. Failure to submit such memorandum for each month of the contract year shall give rise to a conclusive presumption that the mileage referred to above has not been exceeded.

12. PROMOTIONS AND ACTING RANK

- a. Promotions to an acting rank to fill a temporary vacancy resulting from vacations, sick leave or comparable reasons may be for the duration of such vacancy. Promotions to acting rank to fill a temporary vacancy prior to a permanent promotion shall be for a period not in excess of sixty (60) days.
- b. Any such promotion to an acting rank shall be selected from the official Civil Service register of eligible candidates for such promotion if one exists. In the event such list shall expire according to Classified Service Rules it shall be kept in effect, solely for the purposes of this paragraph. Employees on an official civil service register of eligible candidates for a promotion shall be selected on a rotating basis so as to provide equal opportunity for all on the list.
- c. Permanent promotions to higher rated classifications shall be made in accordance with the provisions of the Charter of the City of Stamford, to the extent applicable, and the Classified Service Rules. Except that a patrolman must have served a minimum of four (4) years as a patrolman as of the date of the test for Sergeant, in order to qualify to take such test. A Sergeant must have served a minimum of two (2) years in those positions as of the date of the test for Lieutenant in order to qualify to take such test. A Lieutenant must have served two (2) years as a Lieutenant as of the date of the test for Captain in order to qualify to take such test. The service times above do not include acting time.
- d. Whenever an employee is assigned to a higher acting rank or permanently promoted, he shall be paid in their new assignment at the single rate provided for the higher job classifications, without reference to longevity payments.

- e. Claims for reclassification resulting from changes in job content shall be referred to the Personnel Commission.
- f. Whenever any new position is created within the bargaining unit at a pay rate between the patrolman's salary scale and a sergeant's salary scale, examinations to fill such a position shall be open to all officers in the Department who would be eligible to take the sergeant's examination under the then existing requirements as to prerequisite qualifications; however, whenever a new position is created at a salary range between sergeant and lieutenant, the examination to fill such position shall be open to all officers in the Department who would be eligible to take the lieutenant's examination under the then existing requirements as to prerequisite qualifications; whenever any new position is created at a salary range between a lieutenant and captain, the examination to fill such position shall be open to all officers in the Department who would be eligible to take the captain's examination under the then existing requirements as to prerequisite qualifications.

g. Deputy/Assistant Chiefs of Police

It is agreed that any sworn police positions vacated by the appointment of a Deputy/Assistant Chief shall be filled within ninety (90) days of said vacancy, it being the intent of the parties that a position vacated will not remain unfilled (e.g., if a Captain of the Stamford Police Department is appointed Deputy/Assistant Chief, the appointing authority will designate, appoint and swear in a new Captain, according to Classified Service Rules within ninety (90) days of the vacancy created by the appointment of Captain to Deputy/Assistant Chief). Further, if the rank of captain is filled by a lieutenant, the rank of lieutenant must be filled. If the rank of lieutenant is filled by a sergeant, the rank of sergeant must be filled. However, the City, in its discretion, may make an appointment to fill the vacant position of patrolman but is not contractually obligated to do so.

If the sworn police officer who is appointed to a position of Deputy/Assistant Chief is removed from said position for any reason or wishes to resign from said position for any reason, he shall be, at their option, entitled to retire at the Deputy/Assistant Chief level if eligible for retirement or, if not so eligible, he shall be entitled to revert back to the sworn police position he had prior to their appointment to Deputy/Assistant Chief.

- h. The following technical ranks shall be abolished as they become vacant and will be replaced by the creation of a sergeant's position within ninety (90) days of the vacancy: Equipment Mechanic; Police Armorer; Electrical Technician; Electronic Technician; Marine Supervisor; Youth Service Supervisor; I.D. Officer (2).

13. PROBATIONARY PERIOD

No initial appointment or employment in any position shall be deemed final and permanent until after the expiration of a period of eighteen (18) months probationary service and no promotion shall be deemed final and permanent until the expiration of six (6) months probationary service. During the probationary period of any employee, the Police Commission in its sole discretion, may terminate the employment of any new employee or return any promoted employee to their former position, if during their period upon observation and consideration of their performance of duty, it shall deem him unfit for such appointment.

14. FUNERAL LEAVE

Employees shall be entitled to a funeral leave of (a) five (5) working days in the event of the death of a spouse, parent, child, brother, sister, grandparent, or grandchild; (b)

three (3) working days in the event of the death of a mother-in-law, father-in-law, sister-in-law, brother-in-law; and (c) one (1) working day in the event of the death of any other relative not domiciled in the employee's household. In addition to the foregoing, each employee shall be entitled to one (1) additional day off for funeral leave at the discretion of the Chief of Police or the Chief's designee.

Funeral leave must be taken within thirty (30) days from the date of death unless extended by the Chief of Police.

15. EDUCATIONAL INCENTIVES

- a. There shall be added to the annual base salary for each employee who holds or subsequently receives a Ph.D. or law degree from an accredited college or university a sum of Eleven Hundred Dollars (\$1,100.00), effective July 1, 2022, the allowance shall increase to Thirteen Hundred Dollars (\$1,300.00); there shall be added to the annual base salary for each employee who holds or subsequently receives a master's degree from an accredited college or university, a sum of Nine Hundred Dollars (\$900.00), effective July 1, 2022, the allowance shall increase to Eleven Hundred Dollars (\$1,100.00);; for each employee who holds or subsequently receives a bachelor's degree from an accredited college or university, an annual sum of Six Hundred fifty Dollars (\$650.00) shall be added to their annual base salary, effective July 1, 2022, the allowance shall increase to Eight Hundred fifty dollars (\$850.00); for each employee who has satisfactorily completed ninety (90) course credits at an accredited college or university or who satisfactorily completes same, an annual sum of Four Hundred Fifty Dollars (\$450.00) shall be added to their annual base salary, effective July 1, 2022, the allowance shall increase to Six Hundred Fifty Dollars (\$650); for each employee who has satisfactorily completed sixty (60) course credits at an accredited college or university or who satisfactorily completes same, an annual sum of Three Hundred Dollars (\$300.00) shall be added to their annual base salary, effective July 1, 2022, the allowance shall increase to Five Hundred Dollars (\$500); and for each employee who has satisfactorily completed thirty (30) course credits at an accredited college or university, or who satisfactorily completes same, an annual sum of One Hundred Fifty Dollars (\$150.00) shall be added to their annual base salary, effective July 1, 2022, the allowance shall increase to Three Hundred Fifty Dollars (\$350.00).
- b. An employee shall notify the City upon enrolling in an accredited college program leading to a degree. The City shall reimburse the employee for the full tuition cost of such college credits upon a showing by the employee that the promotion-related course was successfully completed.

16. ASSOCIATION BUSINESS LEAVE

- A.
 1. The five (5) members of the Association Negotiation Committee shall be granted leave from duty for all meetings between the City and the Association for the purpose of negotiating the terms of a contract, subject to the provisions of section A.2 below.
 2. Said members shall receive their regular rate of pay when such meetings take place at a time during which such members are scheduled to be on duty.
- B. Two (2) members of the Association Grievance Committee shall be granted leave from duty with full pay for all first level meetings between the City and the Association for the purpose of processing grievances, when such meeting shall take place at a time

during which such members are scheduled to be on duty. After the first level, three (3) members shall be granted such leave for such purpose.

- C. Such officers and members of the Association, as may be designated by the Association President (Vice President when President is absent), shall be granted leave from duty with full pay for Association business such as attending labor conventions, educational conferences and other proper Association business, provided that the total leave for the purpose set forth in this section shall not exceed an aggregate of thirty (30) working days in any fiscal year for the entire Association unless the Chief of the Department shall determine, in their sole discretion, that any such leave in excess of thirty (30) working days in any fiscal year requested by the Association will benefit or be in the best interests of the Department as well as the employees involved, plus leave for the State Convention Conference of Police Associations, not to exceed seven (7) members with pay for one (1) day. The leave provided for herein shall not carry over from year to year. Any time such leave causes shift to fall below minimum, the City must hire back.
- D. The City of Stamford agrees to provide the Stamford Police Association, Inc. with suitable office space to be located within the confines of Police Headquarters. Said office is to be located within the administrative section of the building and is to be used as the "Executive Office" of said organization. The office shall consist of one or more rooms, the smallest of which shall not be smaller than ten feet (10) by ten feet ten inches (10'10") (108 1/3 sq. feet). The office shall be suitably secured at all times, except when occupied. The office shall be accessible to maintenance and custodial personnel at such times as may be required. The office shall be equipped with a suitable number of electrical outlets and lighting fixtures and shall be air- conditioned. A telephone(s) shall be installed therein, at the expense of the Stamford Police Association, Inc. for use solely by said Association in the transaction of its business. Keys to said office shall be given to the President, Vice-President, Secretary, Treasurer and Financial Secretary of said Association only, unless otherwise approved in writing by the President of said Association. Keys shall become the financial responsibility of the holder(s) and shall be passed from elected official to elected official as required in October of each year. Loss of said key shall be reported in writing to the Deputy Chief of administration and to the President of said Association, Inc., immediately. Aside from telephone service, the Stamford Police Association, Inc. agrees not to install any equipment within said office, which would overburden existing utilities, deface the physical plant, or modify the structure of the building, without consultation and approval of the appropriate authorities. The Stamford Police Association further agrees that under extreme emergency circumstances, said office will be made available for use for other than Association business.

17. RESIDENCE

No employee who has four (4) years or more of service shall be required to live within the City of Stamford as a condition of their continued employment so long as he lives within a reasonable driving distance from the City of Stamford.

18. DAY OFF SLIPS

- a. Holiday slips shall be transferable between employees in the same job classification for the purpose of the transferee obtaining time off, and the transferee shall have the same rights with the respect to such slips as the transferor, provided that notice shall be given to the Department prior to each such transfer for the purpose of maintaining appropriate attendance and compensation records.
- b. All non-negotiable slips issued to employees shall have a two (2) year life span from the

date of issue and must be utilized within that time span.

- c. All negotiable and non-negotiable day off slips accumulated prior to September 2, 1978, shall have a full life span until used by the employee.

19. MINIMUM MANPOWER

- a. No shift of employees in the following uniformed shifts shall be assigned without a minimum of the following: For the 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. shifts, there shall be a minimum manpower complement of eighteen (18) patrol officers, all below the rank of Sergeant. For the 11:00 p.m. to 7:00 a.m. shift, there shall be a minimum of eighteen (18) patrol officers. It is the intention of the parties to exclude from this minimum manpower requirement those employees who are assigned to fixed or steady positions and not available to immediate response (e.g., Garage Personnel, Marine Division, Personnel on Prison, Court or Hospital details, all inside personnel, etc.).
- b. For the 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. shifts, up to eight (8) rather than six (6) men on each shift shall be permitted paid leave. For the 11:00 p.m. to 7:00 a.m. shift, the amount shall remain at six (6). Without regard to the number of those off sick and in the event that the complement falls below minimum manpower, men shall be called back to duty to meet minimum manpower requirements on a rotating basis but first among those employees who are "regular off" on that day and listed in minimum manpower book.

Effective upon the execution of this agreement, the number of officers who shall be permitted to be on paid leave shall increase to ten (10) for the 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. shifts and to eight (8) for the 11:00 p.m. to 7:00 a.m. shift.

Effective July 1, 2003, the number will increase to eleven (11) for the 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. shifts and to nine (9) for the 11:00 p.m. to 7:00 a.m. shift. If this increase in the number of officers permitted to be on paid leave results in more than an insignificant amount of overtime, the number will revert back to ten (10) for the 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. shifts and to eight (8) for the 11:00 p.m. to 7:00 a.m. shift.

- c. Only two sworn Sergeants and Lieutenants assigned to be patrol supervisors will be allowed to take paid leave on any shift.

20. INTERRUPTION OF WORK

The Association agrees that so long as the City shall abide by this Agreement and by any decision of an arbitrator as herein provided for, the Association and members of the Association will not cause, sanction or take part in any strike whatsoever (whether sit-down, sympathetic, general or of any other kind) walkout, picketing, stoppage of work, retarding of work or boycott, whether of a primary or secondary nature or any other interference with the operation and maintenance of the Department. The foregoing shall not be deemed in derogation of, but in addition to, any prohibition against strikes provided for in Public Law 159, Laws of 1965, or by any other statute or provisions of law.

21. MANAGEMENT RIGHTS

The City has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it and, except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, it shall have the sole right,

responsibility and prerogative of management of the affairs of the City and direction of the working forces, including, but not limited to the following: (a) To determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the City. (b) To establish or continue policies, practices and procedures for the conduct of City business and, from time to time, to change or abolish such policies, practices, or procedures. (c) To discontinue work processes or operations or to discontinue their performance by employees. (d) To select and to determine the number and types of employees required to perform the City's operations. (e) To employ, transfer, promote or demote employees, or to lay-off, terminate or otherwise relieve employees from duty for lack of work, just cause or other legitimate reasons when it shall be in the best interests of the City or the Department. (f) To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the City, provided such rules and regulations are made known in a reasonable manner to the employee affected by them. (g) To insure that incidental duties connected with departmental operations, whether enumerated in job description or not shall be performed by employees.

22. GRIEVANCE AND ARBITRATION PROCEDURE

For all grievances filed after the execution of this Agreement, for the purposes of this section, "day" shall mean business day, Monday through Friday, excluding holidays.

- a. Should any employee or group of employees feel aggrieved, concerning their wages, hours or conditions of employment (including any claim that a permanent employee was removed, dismissed, discharged, suspended, fined or reduced in rank without just cause), the employee may, within thirty (30) days of the event giving rise to the grievance, seek adjustment as follows:
 - a. The Association shall submit such grievance in writing to the Chief of Police, setting forth the nature and particulars of the grievance. Within ten (10) days after said Chief receives such grievance, he shall arrange to, and shall meet with, representatives of the Association for the purpose of adjusting or resolving such grievance.
 2. If such grievance is not resolved to the satisfaction of the Association by the Chief within eight (8) days after receipt of the receipt of the grievance by him, the Association may present such grievance in writing within seven (7) days thereafter to the Police Commission. Within seven (7) days after it receives such grievance, the Commission shall arrange to, and shall meet with, the representatives of the Association for the purpose of adjusting or resolving such grievance.
- b. If such grievance is not resolved to the satisfaction of the Association by the Police Commission within fifteen (15) days after the receipt of the grievance by it, or if the City shall desire to have any dispute with the Association concerning the interpretation or performance of this Agreement resolved by arbitration, the Association, within ten (10) days after the expiration of said fifteen (15) day period, or the City, within ten (10) days of the last discussion between the Police Commission and the Association, may submit the dispute to the Connecticut State Board of Mediation and Arbitration for arbitration in the City of Stamford in accordance with its Rules and Procedures for Labor Arbitrations. The decision of the arbitrator shall be binding and conclusive upon the City and the Association. The findings, decision, or award of said arbitrator may be enforced by proper action in any court of competent jurisdiction.

In all cases of discharge, suspensions and/or demotions, the Association has the option to elect to use the services of the American Arbitration Association instead of the State Board of

Mediation and Arbitration. In all other cases, either party may exercise such option for any four (4) cases each party may choose per fiscal year.

- c. The time limits specified in the preceding sections of this article may be extended by agreement of all parties.
- d. Nothing contained herein shall prevent an employee from presenting their own grievance and representing himself, up through the step preceding arbitration, however, only the Association can proceed to arbitration.
- e. The fee of the arbitrator and the administration expenses of the arbitration, if any, shall be shared equally by the parties, but other expenses shall be borne by the party incurring them, including payments to representatives, witnesses, etc.
- f. The provisions of this section shall not apply to any dispute concerning the meaning or application of the provisions of paragraphs 12C and 12E.
- g. Whenever a complaint is lodged against an employee of the department, said employee shall be notified within five (5) days after receipt of the complaint.
- h. The Chief of Police, upon receipt of the completed investigative summary report, shall act within thirty (30) days to notify the employee(s) of any action to be taken. In addition, if no action is to be taken, the employee(s) shall be similarly notified. The Chief of Police, upon receipt of the completed report, shall furnish a copy of same to the employee(s) and to the President of the Association.
- i. Within the thirty (30) day period following receipt of the completed report, the Chief of Police shall afford the employee(s) involved a pro-forma hearing, at which hearing the employees(s) shall be given the opportunity to explain their action to the Chief. Such hearing will not be adversarial. Should the Chief of Police impose any disciplinary action at this hearing, the execution of same will be delayed pending any appeal by the employee(s) to the Police Commission. At the Police Commission hearing, the employee(s) will be entitled to present witnesses in their behalf.

23. MISCELLANEOUS

- a. The City shall provide legal counsel for the defense of any employee in the bargaining unit against whom a complaint originating from outside the Stamford Police Department has been filed which could result in the discipline and/or suspension of any member. The Corporation Counsel shall assume the legal defense of said member unless there is a conflict of interest. In the event that such a conflict of interest exists, the City shall reimburse the Association for all legal fees which are incurred in the defense of any such employee. Said fees shall be reasonable and shall not be reimbursable if it is determined by either the Stamford Police Commission or other initial fact finder that the member's activities from whence the complaint arose were not within the scope of their authority as a police officer for the City of Stamford.
- b. All payments due and owing to the employees upon the signing of this contract as a result of the retroactive provisions herein and contained in the previous contract shall be paid to said employees in one lump sum by the City following the appropriate City Boards' approval of this contract.
- c. An employee may not be compelled to submit to chemical tests which shall include a Breathalyzer, urine, saliva or blood test without the approval of an officer superior in rank to

the officer ordering such tests, unless the officer ordering such tests is the Chief of the Department. The testing and drawing of samples and determinations of fitness shall be made by qualified medical personnel. Such system shall not be used unreasonably.

- d. Upon demand, an employee shall have the right to have all psychiatric files and references to them expunged from their personnel jacket if it is found that he was fit for duty after the psychiatric examination and that he was not in need of psychiatric assistance. Such files and references may be kept by the department solely for the purpose of a future or possible lawsuit and shall not be used for any other purpose, i.e., promotions, disciplinary actions.
- e. Seniority shall mean length of continuous employment within the Police Department. Seniority shall not be broken by vacations, sick time, layoffs, suspension, approved leave of absence, or any call to military service for the duration.
 - (1) Where a staff reduction is necessary within the police department, the employee with the least seniority in the police department shall be the first laid off (regardless of rank).
 - (2) An employee laid off from the department shall have the right of recall by seniority (e.g., prior to any new hiring, last employee laid off to have opportunity to fill the position).
- f. Nothing in this Agreement shall prohibit the City from taking steps to comply with the requirements of the Americans with Disabilities Act (ADA).
- g. The City may, in its sole discretion, civilianize non-essential services (such as, but not limited to, Systems Administrators for Computer Systems, Records Room Personnel, Prisoner Detention Personnel and Identification Bureau Personnel). The determination of non-essential shall be made by the Chief of Police. Prior to any implementation, the City and the Association shall meet and resolve any safety concerns submitted by the Association.

24. BILL OF RIGHTS FOR MEMBERS OF THE STAMFORD POLICE DEPARTMENT:

Purpose: To protect the rights of employees of the department in an official department investigation.

Procedure: Prior to questioning an employee of the department who is believed to be the subject or a police officer witness in an official investigation.

Interrogating Officer:

- 1. Inform employee concerned of:
 - a) Name, rank and command of person in charge of investigation.
 - b) Name, rank and command of interrogating officer.
 - c) Identity of all persons present.
 - d) Whether he is the subject or a witness in the investigation, if known.
 - e) Nature of accusation.
 - t) Identity of complainant (address need not be revealed).
 - g) Acquaint employee with the nature of the charge.
- 2. Permit employee to obtain counsel if:
 - a) A serious violation is alleged, or
 - b) Sufficient justification is presented although the violation is minor.

3. Direct a postponement until one thousand (1,000) hours the following day, if practical when employee is permitted to obtain counsel.
4. Permit employee of the Stamford Police Association to be present at all times during the interrogation.
5. Conduct interrogation at a reasonable hour, preferably when the employee is on duty during daytime hours.
6. Ensure that the interrogation is recorded, either mechanically or by a department stenographer:
 - a) Investigating officer will determine if a transcript is required in non-criminal or minor violation cases.
7. Do not use.
 - a) "Off the record" questions.
 - b) Offensive language or threats (transfers, dismissal or other disciplinary punishment).
 - c) Promises of reward for answering questions.
8. Regulate duration of question periods, with breaks for meal, personal necessity, telephone calls, etc.
9. Record all recesses.

Commanding Officer of Employee:

10. Assign employee to Day Shift, if possible.

Member of Department:

11. Answer questions specifically directed and narrowly related to official duties. (Refusal may result in disciplinary actions).

Superior Officer in Charge of Investigation:

12. Notify employee's immediate supervisor when an employee of the force is directed to leave their post or assignment to report for an official investigation.
13. Ensure that notifications re: official investigations made to or received from:
 - a) Complainants.
 - b) Witnesses.
 - c) Lawyers.
 - d) Defendants.
 - e) Other interested parties are properly recorded in appropriate department records.

Command Officers and Communication Personnel:

14. Record in appropriate department records notify the investigating personnel immediately of notifications or messages received from:

- a) Lawyers.
- b) Witnesses.
- c) Complainants.
- d) Other interested parties involved in the subject investigation.

NOTE: If an employee of the Department is under arrest or is the subject of a criminal investigation or there is a likelihood that criminal charges may result from the investigation, the following warning shall be given to the member concerned prior to commencement of the interrogation:

"I wish to advise you that you are being questioned as part of an official investigation by the Police Department. You will be asked questions specifically directed and narrowly related to the performance of your official duties. You are entitled to all the rights and privileges guaranteed by the laws of the State of Connecticut, the Constitution of this State and the Constitution of the United States, including the right to have legal counsel present at each and every stage of this investigation.

I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties, you will be subject to department charges which could result in your dismissal from the Police Department. If you do answer, neither your statements nor any information or evidence which is gained by reason of such statement can be used against you in any subsequent criminal proceeding. However, these statements may be used against you in relation to subsequent departmental charges."

25. DEATH BENEFITS - LINE OF DUTY

The Pension Survivorship benefits for the dependents of any employee of the Police Department covered by this Agreement, who is killed in the actual performance of their duty, shall be paid as follows utilizing the base salary which is used for all pension calculations. This pension benefit will be in lieu of any and all pension retirement benefits.

- a. Patrolman - beneficiary shall receive 30% above top Patrolman's base salary.
- b. Dispatcher- beneficiary shall receive 30% above Dispatcher's base salary.
- c. Sergeant and all classified positions - beneficiary shall receive 30% above Sergeant's and all classified positions base salary.
- d. Lieutenant- beneficiary shall receive 30% above Lieutenant's base salary.
- e. Captain - beneficiary shall receive 30% above Captain's base salary.
- f. The City shall pay for funeral expenses for an officer who dies in the actual performance of their duty, up to a maximum of ten thousand (\$10,000.00) dollars.

26. DURATION AND WAGES

- a. The duration of this contract is for a four (4) year term effective retroactive to July 1, 2022, through June 30, 2026. The provisions of this contract shall be retroactive to July 1, 2022 as to all provisions contained herein unless otherwise provided. Any retroactive wages shall be paid as soon as possible, but not later than ninety (90) days of January 1, 2024, unless otherwise specifically provided herein.
 - 1. 2022-2023 WAGES: Effective and retroactive to July 1, 2022, a general wage

increase of 2.85% percent.

2. 2023-2024 WAGES: Effective and retroactive to July 1, 2023, a general wage increase of 3.175%.
3. 2024-2025 WAGES: Effective July 1, 2024, a general wage increase of 3.175%.
4. 2025-2026 WAGES: Effective July 1, 2025, a general wage increases of 3.175%.

Employees who are on active pay status on the date of the execution of the Agreement and each subsequent effective date of increase shall be eligible for wage increases and retroactive payments. Notwithstanding the above, any employee who voluntarily retired after 6/30/2022, shall be eligible for retroactive payment from 7/1/2022, until the date of their retirement. Those employees on authorized leaves of absences without pay on either the execution date or a subsequent date of increase shall receive increases or retroactive payments within 30 days of the employee's return to active pay.

Any retroactive payment shall include all monies required to be included in the employee's W-2 Form and monies in the Deferred Compensation Plan.

- b. This Agreement shall remain in full force and effect to and including June 30, 2026, and thereafter to the extent hereinafter provided in sub-paragraph C of this paragraph. It is understood and agreed that all matters subject to collective bargaining between the parties have been covered herein and that it may not be opened before said date for change in its terms or additions of new subject matter.
- c. Negotiations for a successor agreement shall commence and proceed in accordance with the applicable provisions of the Municipal Employee Relations Act.

27. GENDER

It is understood and agreed by the parties herein that the use of the male pronoun throughout is applied to both genders.

28. INTERPRETATION

This Agreement shall be interpreted consistent with state and federal law.

29. SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provisions, should be rendered or declared void or unlawful by any valid judicial, administrative, executive or legislative action, the remainder of this Agreement shall continue in full force and effect. Should a provision be declared void, unlawful, or inappropriate, the parties shall meet to discuss the impact.

30. EXECUTION DATE

For the purpose of this Agreement, the execution date where referenced herein, shall be the day following final ratification of the Board of Representatives.

31. **BOMB SQUAD**

- a. **ASSIGNMENT:** Assignment to the Bomb Squad shall be made consistent with the Departments Equal Opportunity Employment Policy, except that upon re-establishment of the Bomb Squad, the right of first refusal for assignment to the squad shall be given to all former members of the Bomb Squad. The squad shall consist of a minimum of four (4) members. After the squad has been re-instituted, the former squad members who are currently assigned to the squad will have input in the initial assignments to the squad. Thereafter, current squad members will have input in future assignments to the squad with the final decision for selection resting solely with the Chief of Police.
- b. **TRAINING:** All Bomb Squad members selected shall be sent to bomb squad certification training (Hazardous Devices Basic Course). In addition to the initial training, bomb squad members shall receive a minimum of ninety-six (96) hours of training annually, inclusive of in-service training, annual seminars or conferences sponsored by any recognized Hazardous Devices Training Organizations (ex. FBI, ATF, IABTI, etc.). Every three (3) years, Bomb Squad members shall attend re-certification training (Hazardous Devices School Course), which shall not count towards the ninety-six (96) hours of annual training.
- c. All Bomb Squad members will receive a monthly stipend of one-hundred dollars (\$100.00) payable in the last pay period of every month. This monthly stipend will be over and beyond any payments an employee receives for stand by and overtime related to the Bomb Squad.
- d. Two (2) Bomb Squad members shall be on standby at all times. The scheduling of standby hours shall be by agreement between the Association and the Chief of Police. Members on standby shall be compensated in accordance with Section 3D of this Agreement.
- e. **RESPONSE TO CALLS:** In the event a call requires the Bomb Squad, Bomb Squad members on duty will be called in first to respond. Should there be no Bomb Squad members on duty, the Department will notify those members on standby. There shall be a minimum response of two (2) bomb squad members to all bomb related incidents. The Chief of Police, in their sole discretion, may call in additional squad members to supplement the squad. Should the Chief not be available, the Chiefs designee will have sole discretion to call-in additional bomb squad members.
- f. **CALL BACK:** Each Bomb Squad member called back to work under this Agreement shall be compensated as outlined in Section 4D of this Agreement.
- g. **SCHEDULING:** The City shall have the right to adjust work schedules to accomplish the training in the most efficient and economical manner.
- I. **EQUIPMENT:** Equipment for the squad, as deemed necessary by the Chief of Police after consultation with the Bomb Squad, shall meet or exceed the quality standards for equipment as outlined in the FBI National Guidelines for Bomb Technicians.

32. **STAMFORD POLICE BIKE PROGRAM**

- a. **ASSIGNMENT:** Assignment to the Stamford Police Bike Program shall be made consistent with the Departments Equal Opportunity Employment Policy. The number of employees

and the selection will be determined by the Chief of Police. The criteria on which the recommendation will be made includes the employee's yearly evaluation. All other things being equal, preference because of seniority shall be the determining factor.

- b. **DEPLOYMENT:** Employees will maintain their current hours of work. Employees will be deployed on bicycles as determined by the Chief of Police, or the Chief's designee. Bicycles will not be deployed when conditions pose an undue hazard to the health and safety of bicycle officers. In times of questionable conditions affecting the health and safety of employees, supervisors will err on the side of caution and will not deploy employees on bicycles. If the supervisor or individual employee feels deployment is a hazard, the employee or employees will not be deployed. Non-bike employees will not be re-assigned to other districts to cover manpower shortages caused in said district due to bike assignments.

The Department will not deploy employees on bicycles unless there is minimum manpower as outlined in Article 20 of the collective bargaining agreement. Employees deployed on bike patrol will not be counted towards minimum manpower.

- c. **TRAINING:** Employees assigned to the Bike Program must receive training (see attached example syllabus) in bicycle operations from an accredited/certified I.P.M.B.A. (International Police Mountain Bike Association), and successfully pass a bike program test. Such test will be designed to ensure employees are physically fit and capable of operating a bike for a full tour of duty. All employees trained together will undergo the same bike program test.
- d. **SCHEDULING:** The City shall have the right to adjust the work schedules of employees selected to the Bike Program to accomplish the training in the most efficient and economical manner, as outlined in Article 4, Section E of the contract.
- e. **UNIFORMS AND EQUIPMENT:** The following will be the required uniform for individuals in the Bike Program:
1. Four (4) short sleeved shirts, with department cloth shoulder patches on sleeves and labeled with "STAMFORD POLICE" in large letters on the back.
 2. Three (3) long sleeved shirts, with department cloth shoulder patches on sleeves and labeled with "STAMFORD POLICE" in large letters on the back.
 3. Three (3) pairs of cycling pants.
 4. Three (3) pairs of cycling shorts.
 5. Two (2) pairs of cycling gloves, (one summer, one winter).
 6. Two (2) pairs of white calf-length socks.
 7. One (1) heavy duty jacket/vest/bolero, labeled "POLICE" on the front and "STAMFORD POLICE" in large letters on the back.
 8. One (1) spring/summer jacket, labeled "POLICE" on the front and "STAMFORD POLICE" in large letters on the back.
 9. The approved departmental leather gun belt and accessory cases (webbed nylon gear is optional, if an officer requests nylon gear for assignment, it will be provided by the Department).
 10. Bicycle helmet clearly lettered "POLICE" on both sides.
 11. One (1) pair of black footwear, either a bicycle shoe or ankle-high hiking or athletic shoe, approved by the IPMBA.
 12. Eye protection approved by the IPMBA (no prescription eyewear will be provided, nor will mirrored eyewear be permitted).
 13. One (1) bicycle lock.

The Department will provide each employee selected to the Bike Program all items listed above, except the leather gun belt and accessory cases listed in Section 9. Replacement of worn bike patrol uniforms will be handled by a quartermaster system. Any uniform item or equipment damaged or destroyed in the line of duty will be replaced by the Department at no cost to the employee.

The employee shall display their badge and name tag on the outer garment at all times. Also, employees participating in the Police Bike Program shall have a regulation uniform available in their lockers at Headquarters or at their substation at all times. Police Bike uniforms shall only be worn when an employee is assigned to bicycle patrol. All uniforms and equipment, provided by the Department, shall be returned by the employee upon separation from the Bike Patrol Program.

The Chief of Police, in the Chief's sole discretion, reserves the right to determine equipment and uniforms for the Bike Program, beyond those listed above in Section E. Any new items required by the Chief, for the bike program, will be provided initially by the Department.

33. SCHOOL RESOURCE OFFICERS

- a. The union agrees that the terms of this agreement are peculiar and exclusive to the School Resource Officer program. The union agrees that any or all of these provisions shall not be used as a precedent or example concerning any other position in the department in any forum, meeting or arbitration setting whatsoever.
- b. As a change from the current steady day schedule, the School Resource Officer (SROs) will be assigned a day off every fifteen (15) days to ensure that they work less than the two hundred and forty-three (243) tours per year. Rather, the SROs shall accrue one day every three weeks (14.44 days) for a total of eighteen (18) days per year. These days off shall be used when the public school system is not in session within one year at the end of the month of accrual and shall have no cash value. The same process currently in use to ensure compliance with Section 4A of the collective bargaining agreement will continue. These days off shall be lost if not used within one year; provided that the Chief may in the Chief's sole discretion grant a carrying forward of these days, but only in cases of long-term illness or long-time on the job injury. SROs shall be assigned one-half hour per day overtime to prepare their required activity report.
- c. The SRO schedule shall be 7:00 a.m. to 3:00 p.m. or 8:00 a.m. to 4:00 p.m., Monday through Friday, as determined by the Chief. The City shall provide the SRO with a radio patrol car for use during the scheduled workday. The City shall provide required training within a reasonable period of time from the transfer order.
- d. The union hereby agrees to withdraw any and all grievances concerning the SROs and midnight transfer grievance, with prejudice (Grievance #2004-05 and #2004-06). As resolution of same, the parties agree that the involuntary midnight assignment shall be filled before the involuntary SRO assignment.

34. DISTRICT HOMELAND SECURITY OFFICERS

- a. Assignment to a DHSO position shall be in accordance with the normal E.E.O. procedures from a list of employees with more than four years of seniority who have indicated a desire to be assigned as a DHSO.

- b. If not enough employees indicate an interest in the DHSO assignment, the Department may fill any remaining DHSO positions in accordance with the Management Rights provision of the collective bargaining agreement.
- c. A DHSO will work the basic work schedule. The DHSO employees may be supervised by a Sergeant working the steady day schedule (7:00 a.m. to 3:00 p.m.) and will be assigned to designated geographical areas (North and South).
- d. A DHSO will be available to handle patrol duties forty-nine percent (49%) (in the monthly aggregate) of their time.
- e. A DHSO will receive no less than twenty (20) hours per year of enhanced training in the area of Homeland Security" and provided the proper equipment.
- f. A DHSO will not count toward minimum manpower, as outlined in Article 20 of the collective bargaining agreement, whenever an employee is assigned exclusively to homeland security duties for two (2) or more consecutive hours or while attending training pursuant to paragraph 5 above.
- g. This Agreement constitutes the completion of impact negotiations with regard to the DI-ISO positions and shall remain in full force and effect until the parties agree to modify the Agreement or the grant funding for the position ends.
- H. Should operational problems arise as a result of implementing paragraphs four (4) or six (6) of this Agreement, either party may request to meet and discuss resolution of the problems after the initial 90-day period of implementation has been completed.

35. FIELD TRAINING OFFICER – STIPEND

An employee assigned by the Chief of the Department as a Field Training Officer shall receive a daily stipend for each day of work in such an assignment. The daily stipend shall equal one hour at the overtime rate of pay of a Sergeant applicable to the shift the employee works as a Field Training Officer. The assignment as Field Training Officer is made at the complete discretion of the Chief of the Department. Nothing contained in this Agreement restricts or limits the Chief's discretion with their assignment or confers any right of assignment to employees so assigned. The Field Training Officer stipend shall not count toward an employee's monthly overtime hour total in determining eligibility for voluntary overtime opportunities.

36. MASTER POLICE OFFICER

Effective July 1, 2024, the position of Master Police Officer shall be created in the department. The Master Police Officer position shall be an assignment for which employees who are Patrol Officers, including, administrative police officers and officers assigned to non-patrol positions, may be assigned by the Chief of the Department. Patrol Officers shall be appointed as a Master Police Officer as follows:

- 1. If the Patrol Officer has eight (8) or more years of service and any two of the following certifications, the employee shall be appointed as a Master Police Officer:

- Active FTO
- Academy Instructor
- SRT

K9
Bomb Squad
Honor Guard
CARS
Motorcycle Squad
Hostage Negotiation Team

NOTE: the Patrol Officer is required to maintain at least two of the foregoing certifications in order to retain the position of Master Police Officer.

2. If the Patrol Officer has fifteen (15) or more years of service, the Patrol Officer may be appointed as a Master Police Officer upon the recommendation by their supervisor, and approval by the Chief and Assistant Chiefs of the Department.

The assignment and removal from the position of Master Police Officer under this paragraph 2 is at the discretion of the Chief of the Department with input from the Assistant Chiefs of the Department.

Employees assigned as Master Police Officers shall retain the rank of police officer for all purposes of call backs, minimum manpower overtime and extra duty assignments. Employees assigned to the position of Master Police Officer shall receive an annual non-pensionable stipend equal to two and three quarters percent (2.75%) of the top Patrol step, paid in pro-rated weekly installments with the regular payroll. The effective date of the stipend shall commence with the effective date of the assignment to Master Police Officer and shall terminate with the effective date of removal from the assignment of Master Police Officer. The stipend shall not be included in the hourly rate of pay for any purpose. In addition, Master Police Officers who serve on the Bomb Squad while appointed as a Master Police Officer shall only be eligible for the Master Police Officer stipend and will not receive the Bomb Squad stipend.

37. DETECTIVE

Effective July 1, 2024, the position of detective shall be created in the department. The detective position shall be an assignment for which employees in the rank of police officer may be assigned by the Chief of the department. The Chief of the Department shall determine the qualifications for the position and shall prepare a summary of duties for the position of detective and the position shall have its own badge. Employees in the rank of police officer in the following units will be assigned as a detective:

- a. Major Crimes Unit
- b. Property Crimes Unit
- c. SVU/Youth Bureau
- d. Narcotics Unit
- e. Crime Scene Unit
- f. Digital Forensic Unit
- g. Behavioral Health Unit

The assignment and removal from the position of detective is at the discretion of the Chief of the Department with input from the Captain and Lieutenant of the Bureau of Criminal Investigation (BCI).

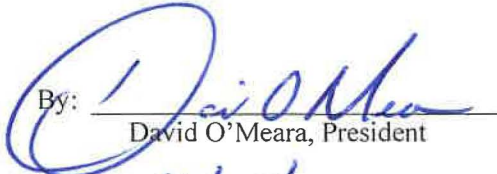
Employees assigned as detectives shall retain the rank of police officer for the purpose of order backs. Detectives shall be considered, after employees in the rank of police officer, when hiring for minimum manpower overtime. Departmental overtime hiring shall maintain RO and Non-


RO principles of hiring as follows: RO Patrol Officers, RO Detectives, Non-RO Patrol Officers, and Non-RO Detectives.


Employees assigned to the position of detective shall receive an annual non-pensionable stipend of five- and one-half percent (5.5%) of top Patrol step, paid in pro-rated weekly installments with the regular payroll. The effective date of the stipend shall commence with the effective date of the assignment to detective and shall terminate with the effective date of removal from the assignment of detective. The stipend shall not be included in the hourly rate of pay for any purpose.

STAMFORD POLICE ASSOCIATION

CITY OF STAMFORD

By: 
David O'Meara, President
Date: 12/14/23

By: 
Caroline Simmons, Mayor
Date: 12/14/2023

By: 
Dr. Paula A. Russell Nisbett
Director of Human Resources
Date: 12/15/2023

APPENDICIES

<u>APPENDIX I</u>	WAGE SCHEDULE
<u>APPENDIX II</u>	PENSION ADJUSTMENT
<u>APPENDIX III</u>	SCHEDULE OF MEDICAL, DENTAL, AND VISION BENEFITS
<u>APPENDIX IV</u>	MEMORANDUM OF UNDERSTANDING (re: PARAGRAPH 4L)
<u>APPENDIX V</u>	DROP EXAMPLES
<u>APPENDIX VI</u>	PATROL VEHICLE MEDICAL EQUIPMENT

APPENDIX I

Pay Scale 07/01/2022 - 06/30/2026

Effective Date	7/1/2022	* 1 7/1/2023	7/1/2024	* 1 7/1/2025
General Wage Increase	2.850%	3.175%	3.175%	3.175%
Police Officer				
Starting Year	\$71,283	\$73,546	\$75,881	\$78,291
Less \$3,000 For Probationary Officer	\$68,283	\$70,546	\$72,881	\$75,291
2nd Year	\$74,331	\$76,691	\$79,126	\$81,638
3rd Year	\$77,372	\$79,829	\$82,364	\$84,979
4th Year	\$80,419	\$82,973	\$85,607	\$88,325
5th Year	\$83,463	\$86,113	\$88,847	\$91,668
6th Year	\$86,507	\$89,253	\$92,087	\$95,011
Over 6th Year	\$89,550	\$92,394	\$95,327	\$98,354
Sergeant	\$102,126	\$105,368	\$108,714	\$112,165
Lieutenant	\$117,947	\$121,692	\$125,555	\$129,542
Captain	\$133,772	\$138,019	\$142,402	\$146,923

*Correction made pursuant to the parties' Memorandum of Agreement signed on February 1, 2024.

APPENDIX II

This Agreement, CITY OF STAMFORD POLICE RETIREE PENSION ADJUSTMENTS, dated April 6, 1995, is entered into in accordance with the provisions of Article 9, Paragraph J of the July 1, 1991 - June 30 1996 Collective Bargaining Agreement between the City of Stamford and the Stamford Police Association. Effective July 1, 1995, all active members who thereafter retire (member) shall be eligible to receive the following benefits:

1. An adjustment, based upon the plan's "Average Annual Return" as defined herein, in pension benefits payable to each Member, commencing January 1, 1999, retroactive to July 1, 1998, who has attained age 62 and has received, or has been credited with, at least twelve (12) monthly pension payments prior to July 1, 1998.
2. Thereafter, on January 1, of each third year (Effective Date), retroactive to the prior July 1, the pension benefit payable to each member who has attained age 62 and has received, or has been credited with, at least twelve (12) monthly pension payments prior to said July 1 of each third year (Eligible Member) shall be adjusted.
3. The adjustment shall be based upon the average annual investment return (Average Annual Return) earned by the City of Stamford Police Trust Fund for the 36 month period ending on July 1, six months prior to the Effective Date of the adjustment. The Average Annual Return shall be determined by the Plan's Trustee using the dollar weighted rate-of-return methodology. The Average Annual Return shall be determined as the geometric average of the annual return of each of the three years.
4. An adjustment account will be established as of July 1, 1995 with a zero balance. Beginning July 1, 1998 and on July 1 of each third year thereafter, the adjustment account balance will be re-determined as follows:
 - a. The adjustment account balance will equal the adjustment account balance as of the July 1 three years prior plus Item b(i)(c) less Item b(ii)(c) plus Item C minus Item d.
 - b. The adjustment account will be credited or debited for investment performance as follows:
 1. If the Average Annual return is greater than 10%, the adjustment account will be credited as follows:
 - i. Subtract 10% from the Average Annual Return.
 - ii. Multiply the result in item (i) by 50%.
 - iii. Multiply the result in item (ii) by the pension benefit obligation for each Member receiving or who is credited with monthly pension payments as of the July 1 six months prior to the Effective Date.
 2. If the Average Annual Return is less than 6% the adjustment account will be debited as follows:
 - i. Subtract the Average Annual Return from 6%.
 - ii. Multiply the result of item (i) by 50%.
 - iii. Multiply the result in item (ii) by the pension benefit obligation for each Member receiving or who is credited with monthly pension payments as of the July 1, six months prior to the Effective Date.

3. If the Average Annual return is greater than or equal to 6% and less than or equal to 10% no credit or debit will be made to the adjustment account.
- c. The adjustment account will be credited with the Average Annual Return for each of the prior three years.
- d. The adjustment account will be debited for adjusted pension payments (including interest at the Average Annual return rate) paid during the prior three years.
5. The percentage increase equals Item a less Item b divided by Item c.
 - a. The adjustment account balance as of the July six months prior to the Effective Date of the adjustment.
 - b. The pension benefit obligation as of such July 1 for prior year adjustments for all Eligible Members.
 - c. The pension benefit obligation as of such July 1 for all Eligible Members.
6. The pension adjustment will be the percentage increase multiplied by the amount currently being paid to Eligible Members subject to the following limitations:
 - a. If the percentage increase is greater than 4%, the percentage increase will be limited to 4%. Any excess adjustment account credit from Item 4(b) (I) (iii) will remain in the adjustment account.
 - b. If the percentage increase is negative, no adjustment will be made. Any excess adjustment account debit from Item 4(b) (1) (iii) will remain in the adjustment account.
7. The pension benefit obligation will be determined by the plan's actuary in accordance with actuarial assumptions with respect to interest and mortality as used in the most recent actuarial valuation report. Pension benefit obligation will have the meaning as such Item is defined in Government Accounting Standards Board Statement No. 5.
8. The adjustments referred to above shall be fully applicable to the eligible survivors of deceased Members as of the Effective Date such member became or would have become an Eligible Member.

A copy of this written Agreement will be filed with the Plan Trustees (Amendment and Declaration of Trust dated June 16, 1971). The Trustees shall formulate, adopt and promulgate in good faith investment plans, programs and decisions, in accordance with the Declaration of Trust provisions which in their opinion are desirable to facilitate the administration of the Plan consistent with the intent and provisions of this Agreement.

This Agreement CITY OF STAMFORD POLICE RETIREE PENSION ADJUSTMENTS, dated April 6, 1995, shall be incorporated into the parties July 1, 1991 to June 30, 1996 Collective Bargaining Agreement as amended or extended.

Below is an example illustrating calculations for earned Police Retiree Pension Adjustments.

Notwithstanding anything contained herein to the contrary, it is specifically agreed by the parties

that nothing contained herein shall prevent any increase to current retiree benefits based upon any voluntary negotiations and agreement of the parties or by operation of law.

First Adjustment

Plan assets: \$70,000,000
Pension benefit obligation \$70,000,000 = 63,000,000 active + pre-94 retirees
7,000,000 retired on or after 7/1/94
1,750,000 over age 62 and retired
12 months

Average annual return: 12%
Adjustment account credit: 1% x 7,000,000 = 70,000
Adjustment account: 0 + 70,000 = 70,000
Pension adjustment: 70,000/1,750,000 = 4%

Second Adjustment

Plan assets: \$78,000,000
PBO: \$75,000,000 = 67,000,000 active + pre-94 retirees
8,000,000 retired on or after 7/1/94
2,000,000 over age 62 and retired
12 months

Average annual return 14%
Adjustment account credit: 2% x 8,000,000 = 160,000
Adjustment account: 70,000 - 7,000 + 9,300 + 160,000 = 232,300
(prior year balance - benefits paid
+ investment return + credit)
PBO for prior adjustments: 68,300
Pension adjustment: (232,300 - 68,300)/2,000,000 = 8.2%
4% cap applicable

Third Adjustment

Plan assets: \$78,000,000
PBO: \$80,000,000 = 70,000,000 active + pre-94 retirees
10,000,000 retired on or after 7/1/94
2,500,000 over 65 retired 12 months

Average annual return: 4%
Adjustment account deficit: -1% x 10,000,000 = -100,000
Adjustment account: 232,300 - 14,800 + 9,000 - 100,000 = 126,500
PBO for prior adjustments: 144,600
Pension adjustment: (126,500 - 144,600)/2,500,000 = less than 0%
0% cap applicable

APPENDIX III

BENEFITS SUMMARY DESCRIPTION

The Open Access HDHP and POS offers you the opportunity to use either Cigna OAP plus network or non- network health care providers each time you seek medical care, and still receive benefits for covered services.

Open Access HDHP and POS gives you a powerful new choice. You can work within the Cigna provider network (there are thousands of participating physicians and dozens of hospitals in the Tri-State network) or "opt out" choosing a provider not affiliated with Cigna. Care delivered both within and outside the network is recognized as a managed care benefit. Outside the network, care is subject to deductibles, coinsurance, and claim forms typical of indemnity plans.

HDHP In-Network and Out of Network Deductible is \$2,000 individual and \$4,000 for 2 person and family participants. After you satisfy your plan deductible all medical services are covered at 100% in network and 80% out of network. For prescription drugs all scripts are first applied to the same plan deductible then once you satisfy the plan deductible the prescription's will have a copayment. The pharmacy copayments of \$5 generic, \$25 brand name and \$40 non formulary will be charged once the deductible has been reached (up to an additional \$1,000 single and \$2,000 2 person and family). The plan year maximum out of pocket includes all medical and prescription drugs claims. The total out of pocket maximum in network will be \$3,000 individual and \$6,000 2 person and family. The total out of pocket maximum out of network will be \$4,000 individual and \$8,000 2 person and family.

POS In-Network Co-payment Maximum: All of your in-network co-payments will be applied to the annual in-network co-payment maximum of \$400 per participant or \$800 per family per calendar year exclusive of prescription drug benefit.

POS Out-of-Network Providers:

Participant deductible, per calendar year.....\$200.00

Family unit deductible, per calendar year..... \$400.00

Out-of-Network Benefits: When using Out-of-Network benefits Prior Authorization is required for all inpatient admissions and certain outpatient procedures.

To obtain Prior Authorization, please contact the Cigna Customer Service Department.

A flat penalty of 50% of the initial \$10,000.00 of covered expenses of the cost of the case per each non-certification occurrence is applicable to Out-of-Network reimbursement when the participant does not complete the Prior Authorization process.

General Exclusions: You are not covered for physical exams for employment, insurance, school, premarital requirements or summer camp (unless substituted for a normal physical exam); prescription drugs and some injectables dispensed by a physician in their or her office; dental services including oral surgery (unless services required as a result of an accident); routine eye exams (no illness or injury diagnosed), eyeglasses, or contact lenses; hearing aids; routine foot care; some transplant procedures; cosmetic or reconstructive surgery, unless medically necessary; custodial services; injury or sickness caused by war or service in the armed

forces; services of a person who is a member of your immediate family; services of a person who resides in your home; services of volunteers or persons who do not normally charge for their services; services given by a licensed pastor counselor or member of congregation provided in course of normal duties; weight-reduction programs; marriage counseling; or long-term psychiatric treatment.

Cigna will not duplicate any benefits to which members are entitled under Workers' Compensation, No-Fault.

The services, exclusions and limitations listed above do not constitute a contract and are a summary only. If you have any questions, please call the Cigna Customer Service Dept. at 1- 800-244-6224.

Please Note: For any services listed for which a visit or dollar limit is indicated, In-Network and Out-of- Network Services count collectively toward the limit.

High Deductible Health Plan with Health Savings Account:

BENEFITS HDHP HSA	IN-NETWORK	OUT-OF-NETWORK
Benefit Cost shares		
Deductible	\$2,000 Single \$4,000 2 Person & Family	
Coinsurance	100%	80%
Maximum out of Pocket	\$3,000/\$6,000	\$4,000/\$8,000
Preventive Care		
Pediatric Well Care, including immunizations	100% No Deductible	Deductible & Coinsurance
Adult Routine Physical Examinations	100% No Deductible	Deductible & Coinsurance
Gynecological Routine Examinations	100% No Deductible	Deductible & Coinsurance
Mammography Services	100% No Deductible	Deductible & Coinsurance
Hearing Examinations	Deductible	Deductible & Coinsurance
Medical Services		
Medical Office Visit	Deductible	Deductible & Coinsurance
Outpatient - Occupational, Physical and Speech Therapy	Deductible Combined 30 visit maximum per plan year	

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Chiropractic Therapy	Deductible	Deductible & Coinsurance
	30 visit maximum per plan year	
Allergy Services	Deductible	Deductible & Coinsurance
Diagnostic Lab & X-Ray Services	Deductible	Deductible & Coinsurance
Inpatient - Medical Services	Deductible	Deductible & Coinsurance
	Prior Authorization required for certain procedures	
Surgery Fees	Deductible	Deductible & Coinsurance
	Prior Authorization required for certain procedures	
Office Surgery	Deductible	Deductible & Coinsurance
	Prior Authorization required for certain procedures	

Mental Health and Substance Abuse	Prior Authorization required for certain procedures	
Inpatient Hospital Psychiatric Biologically Based	Deductible	Deductible & Coinsurance
Outpatient Mental Health Biologically Based	Deductible	Deductible & Coinsurance
Inpatient Hospital Psychiatric Non-Biologically Based	Deductible	Deductible & Coinsurance
	As per MHPA no limits on MH benefits.	
Outpatient Mental Health Non-Biologically Based	Deductible	Deductible & Coinsurance
	As per MHPA no limits on MH benefits.	
Inpatient Hospital Substance Abuse and / or Alcoholism	Deductible	Deductible & Coinsurance

Outpatient Substance Abuse and / or Alcoholism	Deductible	Deductible & Coinsurance
	As per MHPA no limits on MH benefits.	
Emergency Care		
Emergency Room	Deductible	Deductible & Coinsurance
After Hours Urgent Care Center	Deductible	Deductible & Coinsurance
Walk-In Center	Deductible	Deductible & Coinsurance
Ambulance	Deductible	Deductible & Coinsurance
	When determined medically necessary	
Inpatient Hospital		
General/Medical/Surgical/ Maternity (semi-private)/ Intensive Care	Deductible	Deductible & Coinsurance
	Subject to non-emergency pre-certification	
Ancillary Services (medication, supplies)	Deductible	Deductible & Coinsurance

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Outpatient Hospital		
Outpatient - Surgery, Facility Charges	Deductible	Deductible & Coinsurance
Diagnostic Lab & X-Ray	Deductible	Deductible & Coinsurance
Pre-Admission Testing	Deductible	Deductible & Coinsurance
Other Services		
Outpatient Short-Term Rehabilitative Therapy	Deductible	Deductible & Coinsurance
	30 days for all therapies combined (Physical Therapy, Speech Therapy Occupational Therapy, Pulmonary Rehab, Cognitive Therapy)	
Skilled Nursing Facility	Deductible	Deductible & Coinsurance
	60 day maximum per plan year combined for Skilled Nursing Facility, Rehabilitation Hospital, and Sub-Acute facility	
Hospice[;]	Deductible	Deductible & Coinsurance
	Individuals with life expectancy of 6 months or less	
Durable Medical Equipment	Deductible	Deductible & Coinsurance
External Prosthetic Appliances	Deductible	Deductible & Coinsurance

Home Health Care (includes outpatient private duty nursing subject to medical necessity)	Deductible Unlimited days maximum per plan year/16 hour maximum per day	Deductible & Coinsurance Unlimited days maximum per plan year/16 hour maximum per day
Prescription Drugs	Deductible then \$5 Generic[; ;] \$25 Brand Name[ii;] \$40 Non Formulary Brand Name Deductible then Mail Order 90 Day Supply \$10 Generic[it] \$50 Preferred Brand[i 1 \$80 Non-Preferred Brand Name Prescription Drugs copays apply after plan deductible. Copays maximum out of pocket up to a maximum of\$1,000 single and \$2,000 2 Person & Family	Retail you pay 20% after annual deductible/your plan pays 80% after annual deductible
Dependent/Student Eligibility	To age 26 as per PPACA	

Point of Service Plan (POS):

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Benefit Cost shares		
	\$20 office visit co-payment \$100 hospital admission co- payment Out-of-pocket maximum: \$400 ind. /\$800 fam.	Deductible: \$200/\$400 Coinsurance: 80% of first \$5,000 Out-of-pocket maximum: \$1,200 ind. /\$2,400 fam.
	Out of pocket maximum exclusive of prescription drug benefit charges, excess R&C*, none covered services, and supplies and charges in excess of maximum visits. Only the amount you pay for in-network covered expenses counts toward your in-network out of pocket maximum. The amount you pay for out-of- network covered expenses counts toward both your in-network and out-of-network out of pocket maximums.	
Preventive Care		
Pediatric Well Care, including immunizations	100% No Copay	Subject to deductible, coinsurance and R&C

Adult Routine Physical Examinations	100% No Copay	Subject to deductible, coinsurance and R&C
Gynecological Routine Examinations	100% No Copay	Subject to deductible, coinsurance and R&C
Mammography Services	100% No Copay	Subject to deductible, coinsurance and R&C
Hearing Examinations	\$20 co-payment	Subject to deductible, coinsurance and R&C
Medical Services		
Medical Office Visit	\$20 co-payment	Subject to deductible, coinsurance and R&C
Outpatient - Occupational, Physical and Speech Therapy, Pulmonary Rehabilitation, Cognitive Therapy, Cardiac Rehabilitation	\$20 co-payment	Subject to deductible, coinsurance and R&C
	Combined 30 visit maximum per calendar year; 36 visit maximum per calendar year for Cardiac Rehabilitation	

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Chiropractic Therapy	\$20 Co-payment	Subject to deductible, coinsurance and R&C
	30 visit maximum per calendar year	
Allergy Services	\$20 <u>co-payments</u> <u>Allergy</u> shots including bee venom extract	Subject to deductible, coinsurance and R&C
	Office visit and allergy shots combined subject to one co-payment	
Diagnostic Lab & X-Ray Services	100% of covered services	Subject to deductible, coinsurance and R&C
Inpatient - Medical Services	100% of covered expenses \$100 co-payment per admission	Subject to deductible, coinsurance and R&C
	Prior Authorization required for certain procedures	
Surgery Fees	100% of covered expenses	Subject to deductible, coinsurance and R&C
	Prior Authorization required for certain procedures	
Office Surgery	\$20 co-payment	Subject to deductible, coinsurance and R&C

| Prior Authorization required for certain procedures

Mental Health and Substance Abuse		
Prior authorization required for certain procedures		
Inpatient Hospital Psychiatric Biologically Based[i]	100% of covered expenses \$100 per admission	Subject to deductible, coinsurance, and R&C
Outpatient Mental Health Biologically Based	\$20 co-payment	Subject to deductible, coinsurance, and R&C
Inpatient Hospital Psychiatric Non-Biologically Based	100% of covered expenses \$100 per admission	Subject to deductible, coinsurance and R&C
	As per MHPA no limits on MH benefits.	
Outpatient Mental Health Non-Biologically Based	\$20 co-payment	Subject to deductible, coinsurance and R&C. As per MHPA no limits on MH benefits.
Inpatient Hospital Substance Abuse and / or Alcoholism	100% of covered expenses \$100 per admission	Subject to deductible, coinsurance and R&C
Outpatient Substance Abuse and/ or Alcoholism	\$20 co-payment	Subject to deductible, coinsurance, and R&C
	As per MHPA no limits on MH benefits.	
Emergency Care		
Emergency Room	\$150 co-payment Waived if admitted	\$150 co-payment Waived if admitted
Urgent Care Center	\$75 co-payment	\$75 co-payment
Walk-In Center[\$75 co-payment	\$75 co-payment
Ambulance	100% of covered expenses	100% of covered expenses
	Ambulance services used as non-emergency transportation (e.g. transportation from hospital back home) generally are not covered	
Inpatient Hospital		
General/Medical/Surgical/ Maternity (semi-private)/ Intensive Care	100% of covered expenses \$100 per admission	Subject to deductible, coinsurance and R&C
	Subject to non-emergency pre-certification	
Ancillary Services (medication, supplies)	100% of covered expenses	Subject to deductible, coinsurance and R&C

BENEFITS	IN-NETWORK	OUT-OF-NETWORK
Outpatient Hospital		
Outpatient - Surgery, Facility Charges	100% of covered services	Subject to deductible, coinsurance and R&C
Diagnostic Lab & X-Ray	100% of covered services	Subject to deductible, coinsurance and R&C
Pre-Admission Testing	100% of covered services	Subject to deductible, coinsurance and R&C
Other Services		
Outpatient Short-Term Rehabilitative Therapy	100% of covered expenses	Subject to deductible, coinsurance and R&C
	30 days for all therapies combined (Physical Therapy, Speech Therapy Occupational Therapy, Pulmonary Rehab, Cognitive Therapy)	
Skilled Nursing Facility	100% of covered expenses	Subject to deductible, coinsurance and R&C
	60 day maximum per calendar year	
Hospice	100% of covered expenses	100% of covered expenses
	Individuals with life expectancy of 6 months or less	
Durable Medical Equipment	80% coinsurance	50% coinsurance
	\$10,000 maximum per calendar year	
External Prosthetic Appliances	100% of covered expenses	Subject to deductible, coinsurance and R&C
	\$5,000 maximum for prosthetic@ Calendar year replacement parts maximum \$500	
Home Health Care	Covered 100% of covered expenses with prior approval	Subject to deductible, coinsurance and R&C
Prescription Drugs	\$5 Generic \$25 Brand Name \$40 Non Formulary Brand Name Mail Order 90 Day Supply \$10 Generic \$50 Preferred Brand \$80 Non-Preferred Brand Name	Emergency pharmacy services only
Dependent/Student Eligibility	To age 26 as per PPACA	

DENTAL AND OPTICAL

The City will provide a PPO dental plan as follows:



**City of Stamford – SPA
Group #4529 - 0003
Delta Dental PPOSM plus Premier
Effective November 1, 2016**

Calendar Year Deductible	
• Per Person	\$50
• Family Aggregate Maximum	\$100
	Plan Pays:
Preventive & Diagnostic (No Deductible)	100%
• Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person)	
• Fluoride Treatment (For children to age 19)	
Remaining Basic (After Deductible)	80%
• Fillings, Extractions, Root Canals (Endodontics)	
• Periodontal, Oral Surgery	
• Repair of Dentures	
• Sealants (To age 14)	
Crowns & Prosthodontics (After Deductible)	75%
• Crowns, Gold Restorations	
• Bridgework, Full & Partial Dentures	
• Implants	
Calendar Year Maximum (Per Person)	\$2,000
Orthodontia (Dependent Children Only)	
• Coinsurance	50%
• Lifetime Maximum	\$2,500

Dependent children are covered to age 26.

Delta Dental has two networks available under this plan. The Delta Dental Premier® network is the largest of the Delta Dental networks with over 368,000 participating dentist offices nationally (80%+). Delta Dental PPOSM is a smaller, but more discounted network with over 293,000 participating dentist offices nationwide.

Delta Dental PPOSM fees are on average 20% less than Delta Dental Premier®. **You may use any fully licensed dentist under this plan**, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level.

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

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by

calling 1-800 DELTA OK (1-800-335-8265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at **deltadentalnj.com** to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under t program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

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

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

10/24/16

The City shall provide and pay for an optical plan, which covers in network eye examinations, eyeglasses, and contact lenses at no cost to employees and their enrolled dependents, subject to the terms and conditions of the Plan. For out of network, the plan will reimburse the following amounts annually for the employee and their enrolled dependents:

\$ 62.50	for eye exams
\$125.00	for eyeglass frames
\$ 55.00	for single lenses
\$ 90.00	for bifocal lenses
\$125.00	for progressive lenses
\$135.00	for trifocal lenses
\$225.00	for contact lenses (when medically prescribed)

APPENDIX IV

MEMORANDUM OF UNDERSTANDING

WHEREAS, The Stamford Police Association ("Association") has filed a complaint alleging Unfair Labor Practices by the City of Stamford ("City"), Case No. MPP 17,100; and

WHEREAS, the Association and the City are desirous of settling the claims asserted in said complainant and to delineate their agreement with regard to the interpretation and application of Paragraph 4, Section L of the Collective Bargaining Agreement ("Agreement") between the Association and the City, and

WHEREAS, respective signatories to this Memorandum represents that they have the full authority of their respective entities to enter into and agree to the terms and conditions of this memorandum.

NOW THEREFORE, it is agreed as follows with regard to Paragraph 4, Section L of the Collective Bargaining Agreement that:

- I. All off-duty, extra duty employment shall be offered to employees covered by the Agreement before engaging special policemen/women, flagmen, or volunteers.
2. The provisions of Paragraph 1 above, shall not apply to work that is currently being performed by the currently employed full time special policemen/women as of the date of this Memorandum during their regular shifts and any extension of said shifts. The provisions of Paragraph 1 above shall apply to all other police related work performed by special policemen/women.
3. The provisions of Paragraph 1 above, shall not apply to the regular work that is currently being performed by the currently employed as part-time/seasonal special policemen/women as of the date of this Memorandum during their regular shifts and any extension of said shifts. The provisions of Paragraph 1 above shall apply to all other police related work performed by special policemen/women.
4. The definition of "extra duty" contained in Paragraph 4, Section L of the Agreement shall not apply to work in public buildings and grounds unless the work is being offered to or being performed by special policemen/women, flagmen, or volunteers.
5. The current situation with regard to the Board of Education facilities shall remain in effect, recognizing the Board of Education as the hiring authority for personnel at Board of Education facilities.
6. The provisions of Paragraph 1 above shall apply to all off-duty, extra duty assignments at all sporting events, public gatherings, and special events conducted within the City of Stamford. Off-duty, extra duty assignments for employees covered by the Agreement for such events shall be made in lieu of and take precedence before overtime assignments for special policemen/women or utilization of special policemen/women for said events. These events, which include but are not limited to, such gatherings as Fourth of July celebration, D.S.S.D. events, Christmas Tree lighting, parades, Stamford Marathon, and similar events,

which require extra duty, off-duty police personnel in conjunction with the issuance of a permit for such events by the Parks and Recreation Department or any other issuing authority, shall have police officers assigned to such events consistent with this Memorandum before any such off-duty, extra duty assignments are offered to special policemen/women. Consistent with the authority and responsibility of the Chief of Police or their designee, the determination of the number of off-duty, extra duty police personnel to be assigned will be made by the Police Department.

7. The provisions of Paragraph I above shall apply to all traffic control work not presently being performed by current full time special policemen/women. This work shall include, but not be limited to, street opening permits for construction, repair and/or utility work, and other traffic control functions as they become available. The Director of Traffic, consistent with their duties as set forth in the Charter of the City of Stamford (Sections C5- 1 30-1 through 5) will make the determination as to whether or not traffic control is required at street openings, construction, repair, or utility jobs on or adjacent to City streets. The determination shall be made based upon need, reasonableness, City ordinances, state/federal law or other law/mandate and established practices.
8. The provisions of Paragraph I above shall apply to all other off-duty, extra duty police related work performed by the special policemen/women without regard to the employer. Effective May 22, 1995, all off-duty, extra duty work, except as provided in this Memorandum, previously performed by special policemen/women in their capacity as special policemen/women shall first be offered to members of the Association as extra duty, off-duty assignments. The terms and conditions of this paragraph restricting special policemen/women requires the City to establish new policies and regulations for the assignment of extra duty, off duty special police work and the City agrees to establish said policies and/or regulations forthwith consistent with the authority and responsibilities of the Police Chief regarding special police officers.
9. All off-duty, extra duty work covered by this Memorandum shall be assigned in accordance with Paragraph 4, Section F of the Agreement and the terms of this Memorandum.
10. This Memorandum sets forth the complete understanding of the interpretation and application of Paragraph 4, Section L of the Agreement. This Memorandum does not restrict in any way the rights of the parties to this Memorandum to file future actions under Article 22 of the Agreement in the event either party alleges that there has been a violation of the terms of this Memorandum.

APPENDIX V

DROP EXAMPLES

The following are examples of the operation of the DROP option and are for illustration purposes only. Such examples may change based on actuarial assumptions and factors used in the calculation of the DROP benefit.

Stamford Police DROP Samples

Age	Service	DROP Years	Current Salary	DROP Factor	Base Benefit	Benefit at Retirement	DROP Account at Retirement
41	20	1	80,000	1.0000	40,000	40,000	40,000
41	20	2	80,000	1.0000	40,000	40,000	80,000
41	20	3	80,000	1.0000	40,000	40,000	120,000
46	25	1	80,000	0.7661	52,000	52,000	39,839
46	25	2	80,000	0.7403	52,000	52,000	76,988
46	25	3	80,000	0.7136	52,000	52,000	111,327
52	25	1	80,000	0.6296	52,000	52,000	32,741
52	25	2	80,000	0.6079	52,000	52,000	63,221
52	25	3	80,000	0.5857	52,000	52,000	91,367
51	30	1	80,000	0.3476	61,320	61,320	21,316
51	30	2	80,000	0.3293	61,320	61,320	40,391
51	30	3	80,000	0.3156	61,320	61,320	58,053
57	30	1	80,000	0.3083	61,320	61,320	18,907
57	30	2	80,000	0.2958	61,320	61,320	36,272
57	30	3	80,000	0.2833	61,320	61,320	52,118
56	35	1	80,000	0.3132	61,320	61,320	19,204
56	35	2	80,000	0.3008	61,320	61,320	36,887
56	35	3	80,000	0.2885	61,320	61,320	53,070
62	35	1	80,000	0.2811	61,320	61,320	17,239
62	35	2	80,000	0.2678	61,320	61,320	32,838
62	35	3	80,000	0.2546	61,320	61,320	46,827

Actuarial Assumptions

Interest	7.625%
Mortality	RP 2000 Blue Collar (93% Male, 7% Female)
Mortality Improvement	Scale AA
Salary Increase	
Age	Increase%
45	3.90%
50	3.25%
55+	3.00%

APPENDIX VI



Stamford Police

Patrol Vehicle Medical Equipment

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CATEGORY	BAG LOCATION	QUANTITY
TRAUMA / TQ	LEFT	
<ul style="list-style-type: none"> ➤ Combat TQ ➤ “QuikClot” Combat Gauze* ➤ Trauma Dressing 4”* ➤ Multi-Trauma Dressing 12”x30” ➤ Chest Seal Twin Pack* ➤ Medical ER Space Blanket* ➤ Tape 	*In Sealed Bag	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p>
AED/CPR	CENTER	
<ul style="list-style-type: none"> ➤ AED Lifepak 1000 ➤ Pocket CPR Mask – Adult/Child/Infant ➤ Adult AED Pads ➤ Child AED Pads ➤ Disposable blankets 		<p>1</p> <p>1 set</p> <p>2</p> <p>1</p> <p>2</p>
PPE/Gloves/PaperMask	RIGHT	
<ul style="list-style-type: none"> ➤ Latex Gloves ➤ Paper Face Mask 		<p>2 pairs</p> <p>2</p>