

**(15-20) RESOLUTION OF THE REPRESENTATIVE TOWN MEETING OF
THE TOWN OF DARIEN TO APPROVE CONTRACT AGREEMENT
BETWEEN THE TOWN OF DARIEN AND THE
DARIEN POLICE ASSOCIATION**

**Primary – PH&S
Secondary – F&B**

WHEREAS, contract negotiations between the Town of Darien and the Darien Police Association have been ongoing; and

WHEREAS, the Town recently came to terms on a new collective bargaining agreement with the Darien Police Association; and

WHEREAS, the Association ratified the terms of the successor Agreement on Wednesday, September 30, 2015; and

WHEREAS, the new contract runs for four (4) years from July 1, 2014 through June 30, 2018; and

WHEREAS, the new contract calls for 2.00% wage increase in first year and a 2.50% increase in the second, third and four year; and

WHEREAS, the new contract moves all members of the bargaining unit into a high deductible plan and other, more expensive plan options will be closed.

WHEREAS, the Board of Selectmen has previously approved this four-year agreement with the Darien Police Association.

NOW THEREFORE, BE IT RESOLVED THAT the Representative Town Meeting of the Town of Darien hereby approves said four (4) year agreement with the Darien Police Association as summarized on the memoranda attached hereto and made part hereof which is more specifically described in the contract on file with the Darien Town Clerk.

To: Representative Town Meeting
From: W. Lee Palmer, Director of Human Resources
Date: October 1, 2015
Re: Darien Police Association Settlement Agreement Summary

The Town recently came to terms with the Darien Police Association on a new collective bargaining agreement. The Association ratified the terms of a successor Agreement on Wednesday, September 30, 2015. The new Agreement would run from July 1, 2014 through June 30, 2018. This bargaining unit contains forty-eight (48) members. The highlights of the Agreement include:

Salaries:

Contract Year	General Wage Increase
July 1, 2014 – June 30, 2015	2.00%
July 1, 2015 – June 30, 2016	2.50%
July 1, 2016 – June 30, 2017	2.50%
July 1, 2017 – June 30, 2018	2.50%

By way of comparison, the wage rate for the retro year of the contract (2014-2015) is consistent with the statewide average for arbitration awards and negotiated settlements for that year (2.18% and 2.36% respectively). The three (3) remaining years of the contract (2015-2016, 2016-2017, and 2017-2018) are consistent within the range of statewide negotiated settlements which have seen settlements topping out at 2.66%.

The cost of the wage settlement for FY 14-15 and FY15-16 are well within the amount reserved in the budget for contract settlements. It should also be noted that this is an essentially mature bargaining unit with the majority of employees at the top step.

Additional Benefits:

To provide more flexibility with regard to staffing, the “Ideal Squad” will be eliminated. A patrol shift can be supervised by one supervisor at the rank of Sergeant or Lieutenant. Hiring back to provide shift supervision will be performed per the “bucket list” with Sergeants and Lieutenants making up one list.

While employees hired on or before the execution of this Agreement will continue be permitted to accumulate unused sick leave days beyond one hundred fifty (150) days and

at retirement receive one day's pay for every three (3) days of unused sick leave above one hundred fifty (150) days, employees hired after ratification of this agreement will not be eligible for payout of any unused accrued sick time.

Further, an employee, who calls in sick, excluding family sick, will be ineligible for any overtime, special detail, or extra-duty job assignments for a minimum of sixteen (16) hours from the end of the shift that the employee called in sick.

Health Insurance:

The new contract moves all members of the bargaining unit into a high deductible plan and other, more expensive plan options will be closed. Effective July 1, 2016, the only medical/prescription plan offered by the Town will be the HDHP with a single person deductible of \$2,000 and a two person/family deductible of \$4,000.

Based on current rates of enrollment, the savings to the Town exceeds \$25,000. Savings will continue into FY16-17 for the Town. The high deductible plan bends the cost curve to curb the rate of future premium growth.

Summary:

The proposed settlement is considered fair and equitable to bargaining unit employees and, at the same time, consistent with the fiscal and operating goals of the Town.