

**TENTATIVE AGREEMENT  
BETWEEN THE CITY OF HARTFORD  
AND  
THE HARTFORD FIRE FIGHTERS ASSOCIATION, LOCAL 760  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the Hartford Fire Fighters Association tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2016 through June 30, 2020 subject to the ratification of the Hartford Fire Fighters Association and approval by the City of Hartford Court of Common Council. The July 1, 2009 through June 30, 2016 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

**CITY OF HARTFORD**



**LUKE BRONIN, MAYOR**

**DATE**

12/15/16

**THE HARTFORD FIRE FIGHTERS ASSOCIATION**



**VINCENT FUSCO, PRESIDENT**

**DATE**

12-15-16

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**1. Duration:**

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

Eliminate old re-opener language (Section 7.3; Appendix A-1).

**2. Wage (Update language in Section 3.1 and Appendix A; Delete Appendix A-2 and replace with new hire salary schedules):**

a. GWIs:

FY 2016-17 – 0% GWI

FY 2018-19 – 0% GWI

FY 2017-18 – 0% GWI

FY 2019-20 – 0% GWI

b. New Hires: New salary schedule for new hires (including class currently in exam process). Summary of changes:

- Firefighter Schedule – Approximately 10% less than current max; increase # of steps to max (10% Below Base step, Base step, and 7 steps annually thereafter); with the exception of 10% Below Base step, 4-6% of base between steps (4% for first 3 steps; 5% for next 2 steps; and 6% for last 2 steps).
- Sworn Promotional Fire Suppression and Non-Suppression Schedules – Approximately 10% less than current max for drivers and all lieutenant classifications; 12% less for captain classifications and 15% less for deputy chief classifications; decreased overall # of steps to max (Driver classification – Base step plus 2 steps; all other sworn promotional classifications – Base step plus 3 steps); 3% of base between steps; appointment rate at time of promotion reflects 5% increase or the lowest step that provides at least a 5% increase or max step if lower steps less than 5%.
- FACT and Equip Maintenance Schedules – Approximately 15% less than current max; increased # of steps to max for technicians and mechanics, (Base step plus 4 steps) and decreased overall # of steps for supervisor and superintendent classifications (Base step plus 4 steps); 3% of base between steps; appointment rate at time of promotion reflects 5% increase or the lowest step that provides at least a 5% increase or max step if lower steps less than 5%.
- No college incentive pay for new hires in any classification. (Update language in Section 3.18 accordingly.)

**3. Biweekly Pay (Add the following new paragraph as the second paragraph in Section 3.1; update other provisions impacted by this change, such as the deduction period; and delete the April 23, 2003 Memorandum of Understanding regarding biweekly pay period, which is now null and void):**

Effective no later than 1 month after the approval of the 2016-2020 Agreement, employees shall be paid on a biweekly basis. Additionally, the City shall require direct deposit and electronic notification of all pay-related checks within 3 months of the biweekly implementation.

**4. Promotional Step Placement (Update Section 3.1 regarding promotional step placement to include the following new or updated paragraphs):**

Effective upon the approval of the 2016-2020 Agreement, and in line with current practice, a Fire Lieutenant, Fire Prevention Lieutenant, Fire Lieutenant Special Services, or Fire Lieutenant Training promoted to the position of Fire Captain, Fire Prevention Captain, Fire Captain Special Services, Fire Captain Training or Fire Captain Strategic Planning will be placed at one (1) step below top pay. One (1) year later, at the promotion anniversary date, the Captain will be moved to top pay.

Effective July 1, 1997, and in line with current practice, a Fire Captain, Fire Prevention Captain, Fire Captain Special Services, Fire Captain Training or Fire Captain Strategic Planning promoted to the position of Deputy Fire Chief will be placed at two (2) steps below top pay (3<sup>rd</sup> Year) for six (6) months and then placed at one (1) step below top pay (3½ Yr.) for twelve (12) months. The Deputy Fire Chief will be moved to top step (4½ Yr.) one and one-half (1½) years from the promotion anniversary date.

Employees Hired On or After January 1, 2017. Notwithstanding the above, employees hired on or after January 1, 2017 who are promoted to a higher classification shall be placed at the base rate of the classification provided it reflects a five percent (5%) increase in pay. If the base rate is less than a five percent (5%) increase, the employee will be placed at the lowest step that provides at least a five percent (5%) increase or max step if lower steps are less than five percent (5%).

**5. Healthcare (Update Section 3.5 and Insurance Appendix to reflect the following agreed to changes):**

- a. Plan Design Change. Effective as soon as practicable after the approval of the 2016-2020 Agreement but no later than July 1, 2017, the current PPO plan will be replaced with a High Deductible Health Plan with a Health Savings Account as described below.

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

\*Funding of employer HSA contribution in Fiscal Year 2016-17 will be 50% in July 2016, 25% in January 2017 and 25% in April 2017. Thereafter, the employer HSA contribution will be paid on a quarterly basis.

b. Employee Contribution toward Medical and Dental Coverage Premiums.

- Medical:
  - Effective the pay period after the approval of the 2016-2020 Agreement: 15%
  - FY 17-18: 16%
  - FY 18-19: 17%
  - FY 19-20: 18%
- Dental: Effective the pay period after the approval of the 2016-2010 Agreement, employees contribute the same percentage as for medical

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- Effective upon the approval date of the 2016-2020 Agreement, eliminate the 125% cap in its entirety

- c. Substitution of Insurance Carrier. Add the following language to Section 3.5:

**Substitution of Insurance Carrier.** The City reserves the right to substitute alternative medical and dental plans, provided, however, that any substitute plan provides a substantially comparable level of benefits and services as outlined in the insurance plan in effect at that particular time.

- d. Healthy Hartford Program. Add the following language to Section 3.5 and add the applicable schedules to the Appendix I:

**Healthy Hartford Program.** The City shall implement the Healthy Hartford Program which is modeled after the State Plan and is described in greater detail in Schedule 1 and 2 of Appendix I. Employees and eligible dependents shall have until June 30, 2017 to become compliant with all age appropriate health and dental assessments and screenings described in the Schedules in Appendix I. Effective July 1, 2017, non-compliance will result in an additional one hundred (\$100.00) per month supplemental charge until the month following compliance.

**6. Pensions (Update Appendix E to reflect the following agreed to changes):**

- a. Employee Contributions.

Effective the pay period after the approval of the 2016-2020 Agreement, all employees contribute 11% of total wages.

- b. Benefits.

i. Pre-2003 Employees: No changes.

ii. Post-2003 Employees:

a. Current employees with at least 10 years of service – No changes.

b. Current employees with less than 10 years of service as of the approval of the 2016-2020 Agreement: Eligibility for normal retirement is after 25 years of service.

iii. New Hires (Including class currently in exam process):

Multiplier – 2%

Normal Retirement – After 25 years of service

Early Retirement – Age 55 with at least 10 years of service

Final Average Pay – 2 out of 5 years of base pay only (Plus holiday pay for suppression)

Max Benefit – 70%

Vesting – Remains 5 years of service

No sick leave exchange

Retain military buyback

**7. Run-Out (Add language to Section 5.2 and Appendix E to reflect the following agreed to change):**

Effective upon the approval of the 2016-2020 Agreement, eliminate run-out of accrued vacation leave in its entirety.

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**8. Retiree Health Insurance (Update Section 3.5, including survivors' benefits, to reflect the following agreed to changes):**

a. Pre-2007 Employees

- Pre-2007 employees who were eligible to retire as of July 1, 2016: No changes for those who retire on or before December 31, 2017. If an eligible Pre-2007 employee retires after the High Deductible Health Plan has been implemented for active employees, the retiree will revert back to the PPO plan in effect on June 30, 2016 upon retirement.
- Effective upon approval of the 2016-2020 Agreement, Pre-2007 employees who were NOT eligible to retire as of July 1, 2016 or those who were eligible to retire as of July 1, 2016 and elected not to retire on or before December 31, 2017 will receive the following retiree health insurance benefits:
  - Single or Single Plus Spouse – Pay same percent cost share as active employees of family rate at time of retirement, plus an additional 20% of that family rate, which is fixed for as long as enrolled in City's health insurance coverage; continue to pay 100% difference for any dependent coverage, which changes annually.
  - Benefits will be the same as active employees as they change through negotiations, including any funding of the HAS, provided the retiree is age 50 or older. Employees who are under age 50 at the time of retirement will continue to pay 100% of the cost of city-provided health insurance should they elect to purchase retiree health insurance, including 100% funding of any healthcare deductible, until the retiree reaches age 50. Retirees who elect to purchase city-provided health insurance at 100% of the cost before age 50 will continue to receive \$125 per month toward the cost of the city-provided health insurance until age 50.
  - These employees shall not be allowed to purchase or otherwise remain on the City's health insurance plans once the retiree or his or her eligible spouse (married at time of retirement) reaches age 65. Any eligible dependents may continue to receive City health insurance as provided under state and federal mandates under payment terms identified in 1<sup>st</sup> bullet until they reach max eligibility. Upon attaining age 65, the retiree or his or her eligible spouse will receive a monthly stipend of \$250 per month in lieu of receiving City-provided health insurance coverage.

b. Post-2007 Employees

Effective upon the approval of the 2016-2020 Agreement, Post-2007 Employees will receive the following retiree health insurance benefits:

- If lieu of the VEBA, these employees upon retirement only will be allowed to purchase health insurance through the City. If they elect to purchase health insurance coverage, the retiree will pay 50% of the cost of the applicable premium monthly rate (individual, 2-person or family);
- The health insurance plan coverage will be the same as active employees as it changes through negotiations. There will no employer contribution to the HSA.
- Post-2007 employees will contribute 1% of salary (excluding holiday pay, overtime pay and private duty job pay).
- These employees shall not be allowed to purchase or otherwise remain on the City's health insurance plan once the retiree or his or her eligible spouse (married at time of retirement) reaches age 65. Any eligible dependents may continue to receive City health insurance as provided under payment terms outlined in the 1<sup>st</sup> bullet until they reach max eligibility.

b. New Hires (including class currently in exam process)

New hires will receive the following retiree benefits:

- New hires shall not be allowed to purchase or otherwise remain on the City's health insurance upon retirement.

- New hires who retire from the City will receive a \$500/month stipend beginning at age 55 and ending at age 65. New hires who vest their pension and begin receiving a pension benefit other than at termination will not be entitled to the \$500/month stipend.
- New hires will contribute 2% of salary (excluding holiday pay, overtime pay and private duty job pay).

**9. Section 5.3, Sick Leave (Update to reflect the following agreed to changes):**

- Pre-1996 Employees: No changes
- Post-1996 Employees: Effective upon the approval of the 2016-2020 Agreement, the maximum accrual of unused sick leave will be capped at 250 days; maximum payout of accumulated sick leave remains at 50% or 125 days.
- New Hires (including class currently in exam process): The maximum accrual of unused sick leave will be capped at 80 days; there will be no payout of accumulated and unused sick leave upon any separation, including retirement.
- Family and Medical Leave. Effective upon the approval of the 2016-2020 Agreement, family and medical leave will be provided in accordance with federal law.

**10. Section 6.10, Union President Detached Duty (Replace last paragraph with the agreed to language below):**

The Union business leave shall not be subject to limitations of Section 6.1, Paragraph 1 and Paragraph 5 of this Agreement. The Union President will be required to maintain and/or complete all certifications, trainings, physical or medical examinations, including but not limited to the OSHA physical as outlined in this Agreement, and any other requirement of his/her permanent position while on detached duty.

**11. FACT and Equipment Maintenance Supervisors (Add the following new paragraph to Appendix H):**

The classifications of Supervisory Fire Alarm Communication Technology Division, Class Code 4316, and Supervisor Fire Equipment Maintenance Division, Class Code 4324, will continue to be positions covered under the 2016-2020 Agreement, but the City will have the right to leave these classifications unfilled once vacated with no need to test and establish list as required in Appendix H without challenge for the term of the 2016-2020 Agreement.

- Parties agree to establish a committee to review all side agreements and memorandums of understanding.
- Union agrees to withdraw outstanding MPPs and Healthcare Grievances.
- The parties agree to create a suppression career track and a non-suppression career track.