

**MEMORANDUM OF AGREEMENT**

**-between-**

**Danbury Police Union, Hat City Local, CACP**

**-and-**

**CITY OF DANBURY**

The parties to this Agreement are Danbury Police Union, Hat City Local, CACP ("Union") and the City of Danbury ("City").

WHEREAS, the collective bargaining agreement ("Contract") for employees represented by the Union expired on June 30, 2017; and

WHEREAS, the Union and the City have agreed to extend the expired Contract to cover the period July 1, 2017 through June 30, 2021, with certain changes;

NOW, THEREFORE, the Union and the City agree to modify the Contract as follows:

**1. Article 5, Work Assignments - Special Service**

Section 5.3 shall be modified to state as follows:

Employees working on Extra Duty assignments other than traffic duty shall be paid an hourly rate of fifty-eight dollars (\$58.00) per hour with a minimum payment of four (4) hours. For assignment to jobs whose primary purpose is traffic duty, employees shall be paid an hourly rate of one and one-half (1.5) times the top grade straight time hourly rate of a Police Officer and there shall be a minimum of eight (8) hours if over four (4) hours; however, the rate shall be double-time on holidays. Designation of a job as "traffic duty" must be approved in advance by the Chief or his designee.

**2. Article 16, Article 41 and Article 50, Wages:**

The wage schedules/wage rates effective July 1 of 2015 and 2016 shall be deleted from the contract in Article 16, Section 16.1, Article 41, Section 41.1 and Article 50, Section 50.1. New wage schedules/rates shall be substituted reflecting the following increases:

Effective July 1, 2017 - 2.75 percent

Effective July 1, 2018 - 2.75 percent

Effective July 1, 2019 - 2.75 percent

Effective July 1, 2020 - 2.75 percent

For bargaining unit employees on the active payroll as of the date of the ratification and signing of this Agreement by both parties, the July 1, 2017 and July 1, 2018 wage increases shall be retroactive.

**3. Article 18, Pension Plan**

Section 18.6 of the current agreement shall be eliminated and a new Section 18.6 shall be created to require the pension contribution for employees hired on or after October 1, 2018 to be eight percent (8%). The City of Danbury Pension Plan shall be modified accordingly.

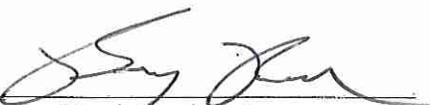
**4. Article 19, Hospitalization and Insurance**

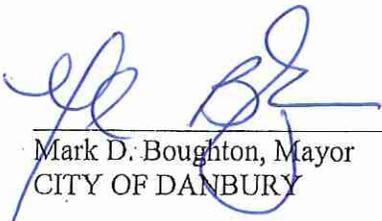
Section 19.1.1 of the current agreement shall be amended to provide that the health insurance option available to employees hired on or after October 1, 2108 shall be solely the HDHP-HSA plan, on the same terms and conditions as currently stated in Article 19. An employee who is not eligible to enroll in the HDHP-HSA plan either as a matter of law or due to active military service may enroll in the same PPO/OAP Plan as is offered to Danbury Police officers hired prior to October 1, 2018, who have such a plan.

**5. Article 29, Article 47, Article 56, Duration:**

Section 1 of Articles 29, 47 and 56 shall be modified to reflect the fact that the extended agreement shall expire on June 30, 2021.

Dated this 24<sup>th</sup> day of September, 2018.

  
Bryan Reed, President  
DANBURY POLICE UNION  
HAT CITY LOCAL, CACP

  
Mark D. Boughton, Mayor  
CITY OF DANBURY

10-3-18