

HUMAN RESOURCES DEPARTMENT

BRANFORD, CONNECTICUT



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Director of Human Resources

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November 6, 2024

To: Maryann Amore, Moderator RTM

Copy: James Cosgrove, James Finch, Lisa Arpin, Jon Mulhern, John Alves, RTM Members

Re: **Tentative Agreement by and between the Town of Branford and the UPSEU/COPS, Local #459, July 1, 2022, through June 30, 2027.**

Attached is the above-captioned tentative agreement which union representatives and the Town representatives have agreed, and the union has ratified on November 6, 2024.

Highlighted Negotiated Results:

Article 2, Union Security-Dues Deduction, page 5

Specifies the process of an employee withdrawing from the union and the union informing the Director of Human Resources.

Section 4, Discipline Procedures & Privileges, Section 7, page 9

Specifies how the use of an Informational disciplinary memo is codified as part of the police disciplinary process.

Article 6, Sick Leave, Section 7, page 12

There is no change in the personal day usage, section was changed from Article 11, Section 5 to Article 6, Section 7 for administrative clarity.

Article 8, Uniforms and Clothing Allowance, Section 8, page 15

Expanded boating season uniform reimbursement from Memorial Day to September to the full fiscal year.

Article 9, Holidays, Section 1, page 15

Lincoln's and Washington's Birthday to be celebrated on Presidents Day and Juneteenth added. No change in total eligible holidays.

Article 10, Overtime, Section 1, page 16

Compensatory time can only be earned working in the patrol capacity or performing investigative functions, as determined by the Chief or his/her designee. The addition of performing investigative function is the new agreement change. A maximum accumulation of 120 hours of compensation time can occur in one fiscal year, however no officer may exceed 24 hours of compensatory time off in their

bank. Accrued but unused compensatory time off in the officer's 24 hours compensatory time off bank will be paid out at the applicable rate of pay at the time the officer's employment ends with the Town.

Section 2A, page 18

Employees called in for SWAT or Accident Investigation assignment shall be paid a minimum of 4 hours at the 1 ½ . The additional hours worked will be paid per the actual time the police officer works.

Article 11 Vacations, Section 1, page 21

Effective July 1, 2024, the vacation schedule will increase as follows:

Lateral hires receive 12 days of pro-rata vacation based on their date of hire and earn any additional vacation days based on their start date with the Town. Employees with 2 plus years of service will receive 12 vacation days instead of 10. After 15 years of service, instead of after 18 years of service, employees will receive 22 days of vacation; and after 20 years of service, instead of 25 years of service, employees will receive 26 days of vacation.

Article 13, Hours of Work/Bidding, Section 1-Section 13, pages 23-29

These sections represent the change in the current police officers schedule to five days working with two days off then 5 days working and three-day schedule (5-2 and 5-3). To be competitive with other police departments the Town has chosen to move to this schedule. These sections describe how this will operate.

Article 14, Request for and Granting of Time Off, pages 29-31

These sections relate to when a police officer will request time off due to the new five days working two days off and five days working and three days off schedule.

Article 15, Extra or Special Police Duty, pages 31-34

These sections discuss when and how an officer is paid for private duty work, which is work in addition to their regular assignments and is paid for a third-party vendor.

Article 16, Rates of Pay, pages 34-35

July 1, 2022 2.5%
July 1, 2023 2.5%
July 1, 2024 5.25% (comprised of 2.75% retention adjustment and 2.5% GWI)
July 1, 2025 2.75%
July 1, 2026 2.75%

Article 17, Medical Plans, pages 36-39

Included the name of the Town's Medical Plan: CT Partnership Plan 2.0.

Section 1, Employee Medical Contributions; page 37

July 1, 2024 13% employee medical contribution
July 1, 2025 14% employee medical contribution
July 1, 2026 14% employee medical contribution

Article 25, Duration of Agreement, page 48

This agreement will end June 30, 2027.

In addition, the Union agrees to withdraw, with prejudice, any currently pending MPPs or grievances contesting the Town's change to the CT Partnership Plan...including the appeal of the Board of Labor Relations decision regarding the Town's change to the CT Partnership Plan.

We appreciate your time and consideration.

Sincerely,

Margaret M. Huberda.