

FAIRFIELD LABOR CONTRACTS

Contract Provisions	Dept. Heads	Town Hall	Public Works	Prof. & Technical	Nurses	Comm. Workers	Fire	Police
Number of Active Members	23	87	84	40	33	13	94	99
Ending Contract Date	na	6/30/13	6/30/14	6/30/13	6/30/14	6/30/14	6/30/13	6/30/13
Duration of Contract	na	3 yrs.	4 yrs.	3 yrs.	4 yrs.	4 yrs.	3 yrs.	3 yrs.

Holidays								
Paid Holidays	12	12	12	12	12	0*	0*	0*
Floating Holidays	0	1	1	0	0	0	0	0

Vacation Days:								
< 1 Year Employed	1.66/mo.	1/mo.	1/mo.	1/mo.	1/mo.	7	7	7
1-5	20	10	10	10	10	14	14	14
6-10	23	15	15	15	15	14	14	14
11-14	25	17	20	20	20	21	21	21
15-20	25	20	20	20	20	21	21	21
20+	25	25	25	25	25	25	28	28
Over 62 (59 1/2 DPW) and Retiring	~	+10	+10	+10	~	~	~	~
Maximum Accrual Days	70	LTM	10	10	LTM	LTM	@ Discrtn	0
Maximum Accrual Duration	No limit	1 year	1 year	1 year	1 year	1 year	1 year	na
PILO Vacation	No	No	No	No	No	No	Limited	10 max.
Max. Payable on Retire.	60	12	12	12	0	Accrued	14	0

Sick Days:								
Employed before 7/1/07								
< 1 Year Employed	1/mo.	1/mo.	1/mo.	1/mo.	1/mo.	1/mo.	1/mo.	1/mo.
1-5	12	12	10	12	10	12	12	8
6-10	20	20	15	20	15	16	12	15
11+	30	26	20	30	20	22	12	20
Employed after 7/1/07								
< 1 Year Employed	~	1/mo.	~	~	~	~	~	~
1-5	~	10	~	~	~	~	~	~
6-10	~	15	~	~	~	~	~	~
11+	~	20	~	~	~	~	~	~
Max. Sick Days Accruable/Yr.	LTM	10	10	10	10	10	10	10
Max. Sick Days Accruable	180	120	60	120	125	120	60-120	120
Max. Sick Days Payable on Termination	0	0	0	0	0	0	0	0

Military Leave	na	30 days	30 days	2 wks.	Yes	30	30	30
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Attendance Bonus (for no sick days)	na	na	1/3mos.	na	na	na	1/3-1/6 mos.	1/6 mos.
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Personal Days	5+	3	@ Discrtn	@ Discrtn	4	3	3	3
Continuing Education Days	~	~	~	~	3	~	~	~
Funeral Days:								
Immediate Family	4	4	4	4	4	4	Min. 3	5
Non-Immediate Family	0	1	1	1	1	1	1	1
Pallbearer	0	0	1	1	0	0	0	0
Maximum Days Off								
Vacation, Sick, Personal, Educ, Funeral No. of Months Equivalent	76+ 3.5 mos.	72 3.3 mos.	74+ 3.4 mos.	73+ 3.4 mos.	69 3.2 mos.	55 2.5 mos.	47+ 2.2 mos.	57 2.6 mos.
Wage Scales					(10 mos.)			
Entry Level	na	\$37,277	\$19.56/hr.	\$53,611	\$41,351	\$38,131	\$56,758	\$56,935
Highest Level w/ Max. Longevity	na	\$89,115	\$34.60/hr.	\$119,956	\$74,681	\$60,004	\$101,100	\$94,601
Longevity Wage Premiums								
@ 5 years	+3%	~	~	~	~	~	~	~
@ 10 years	+3%	\$1642.37	+3%	+3%	\$1437	~	\$900	\$1000
@ 15 years	+3%	\$3284.68	+3%	+3%	\$2974	~	\$900	\$1200
@ 20 years	~	\$4927.03	+3%	+3%	\$4410	~	\$900	\$1400
@ 25 years	~	~	~	~	~	~	\$900	~
@10 years for 10-mo. Employees	~	~	~	~	\$1161	~	~	~
@15 years for 10-mo. Employees	~	~	~	~	\$2403	~	~	~
@20 years for 10-mo. Employees	~	~	~	~	\$3560	~	~	~
Longevity Annual Bonus:								
@ 5 years	~	\$400	\$400	~	~	\$500	~	~
@ 10 years	~	\$600	\$600	~	~	\$700	~	~
@ 15 years	~	\$800	\$800	~	~	\$900	~	~
@ 20 years	~	\$1000	\$1000	~	~	\$1100	~	~

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Regular Hours & Overtime:								
Regular Hours per Week	na	35/40	40	35/40	37.5	37.5	40/42	40
Overtime & Call Back Time	na	1.5x	1.5x	1.5x	1.5x	1.5x	1.5x	1.5x
Sundays & Emergencies	na	2.0x	2.0x	2.0x	1.5x	~	~	~
Library after 5 pm & Saturday	na	+\$3.50/hr.	na	na	na	na	na	na
Holidays	na	na	3.0x	2.0x	1.5x	2.0x	2.5x	2.0x
Holiday Emergencies	~	~	~	4.0x	~	~	~	~
Social Security & Medicare	Yes	Yes	Yes	Yes	Yes	Yes	No	No
Compensatory Time Off Option	No	Yes	No	No	No	Yes	Yes	Yes
Minimum hrs. if called back to duty	na	4	4	4	~	4	4	4
Step Increases	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Shift Premiums	No	No	10%	No	No	\$1.50/hr.	4.78%	5.9%-7.9%

Union Dues or Service Fee	No Union	Yes	Yes	Yes	Opt In	Yes	Yes	Yes
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Health Insurance								
ACTIVE								
Effective Date for Cost Share	na	7/01/11	6/24/13	4/22/13	7/01/12	7/01/12	na	3/18/13
Employed before Effective Date	11%	11%	11%	11%	12%	11%	\$36/wk.	11%
Employed after Effective Date	13%	13%	14%	13%	12%	13%	same	13%
OPEB Trust Fund (Plus 6% from Town)	~	~	~	~	~	~	1.5% of Sal.	1.5% of Sal.
Deductible Medical		No	No	No	No	No	No	No
Coinsurance	Presumed	No	No	No	No	No	No	No
Co-Pay Medical	to be	\$0-\$150	\$0-\$150	\$0-\$150	\$0-\$150	\$0-\$150	Yes	\$0-\$150
Annual Max. Medical	similar	No	No	No	No	No	No	No
Lifetime Max. Medical	to others	No	No	No	No	No	No	No
Co-Pay Rx		\$10-\$40	\$10-\$80	\$10-\$40	\$10-\$80	\$10-\$40	Yes	\$10-\$70
Annual Max. Rx		No	No	No	No	No	No	No
Max. PILO Healthcare Coverage		\$2,500	\$2,500	\$2,500	\$2,500		\$2,500	~
RETIRED								
Effective Date for Cost Share	7/01/10	7/01/10	6/24/13	7/01/06	6/30/10	na	na	3/18/13
Employed before Effective Date	Zero	Rate @ TOR	Rate @ TOR	Zero	Rate @ TOR	Active Rate	Zero	1.5% of Sal.
Employed after Effective Date	Rate @ TEE	Active Rate	Active Rate	Rate @ TOR	Active Rate	Active Rate	Zero	Active Rate + 1.5%
	~	~	~	~	~	~	~	
Medicare at 65?	Carve Out	Carve Out	Carve Out	Carve Out	Carve Out	Carve Out	~	Carve Out
Coverage only for Dependents @ TOR	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Vesting	10 yrs.	10 yrs.	10 yrs.	10 yrs.	10 yrs.	10 yrs.	25 yrs.	25 yrs.

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Contract Provisions	Dept. Heads	Town Hall	Public Works	Prof. & Technical	Nurses	Comm. Workers	Fire	Police
Pension:								
Social Security & Medicare Contribution (as a % of salary)	Yes 2%	Yes 4%	Yes 4%	Yes 4%	Yes 4%	Yes 4%	No 4.5%	No 4.5%
Vesting	10 yrs.	10 yrs.	10 yrs.	10 yrs.	10 yrs.	10 yrs.	10 yrs.	10 yrs.
Payable Starting @ Age	62	62	59 1/2	62	62	62	Age 51 or 25 yrs. DOH	Age 51 or 25 yrs. DOH
Retirement Age after 15 yrs.	Same	Same	55	Same	Same	55	Same	Same
Hired before 3/18/13								
Pension / Yr. of Employment	2.275%	1.25% of \$7800 + 2.3% of >\$7800	2.2%	2.275%		1.25% of \$7800 + 2.3% of >\$7800	2% 1-10 2.5% to 20 3% to 25 3% >25	2% 1-10 2.5% to 20 3% to 25 4% >25
Applied to Maximum Pension COLA	High Sal.	High Sal. Max. 3%	High Sal. Max. 3%	High Sal. No Max.?		High Sal. Max. 3%	Annual Sal. 75%-80% Max. 3%	Annual Sal. 80% Max. 3%
Hired after 3/18/13								
Pension / Yr. of Employment	~	~	~	~	~	~	~	2% 1-15 2.5% to 25 3% >25
Applied to Maximum Pension COLA	~	~	~	~	~	~	~	Annual Sal. 70% Max. 2%

401(a):								
Mandatory or Optional	na	Mandatory	Mandatory	Mandatory	Mandatory	Mandatory	Optional	na
If Employed After	na	4/01/11	6/24/13	4/22/13	7/01/10	7/01/12	7/01/10	na
Town Match	na	5% Max.	5% Max.	4% Max.	5% Max.	5% Max.	8%	na
Vesting of Town Match (Cliff)	na	5 yrs.	5 yrs.	5 yrs.	5 yrs.	5 yrs.	5 yrs.	na

Severance								
Basic Provision	1 wk./yr.			1 wk./yr.				
Maximum	13 wks.			13 wks.				
Based On	Base Sal.			Base Sal.				

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Salary Increases								
Effective 7/01/05								3%
Effective 7/01/06	As determined each year for each Dept. Head by the First Selectman		3%					3%
Effective 7/01/07			3%					3%
Effective 7/01/08			3%				3%	3%
Effective 7/01/09			3%				1.5%	3%
Effective 7/01/10		0%	0%				1.5%	0%
Effective 1/01/11		1.5%	~		1.0%		~	~
Effective 7/01/11		2.5%	2.0%	2.0%	1.0%		2.0%	2%
Effective 1/01/12		0.5%	~		1.5%		~	~
Effective 7/01/12		3.5%	2.5%	2.5%	3.0%		2.0%	2.75%
Effective 9/24/12		~	~	~	~	4.0%	~	~
Effective 7/01/13	Pending	Pending	1.75%	3.0%	2.25%	2.25%	Pending	0.75%
Effective 7/01/14	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending
Effective 7/01/15	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending

College Incentive Pay:								
30 Course Credits	~	~	~	~	~	~	\$100	\$100
60 Course Credits	~	~	~	~	~	~	\$300	\$300
90 Course Credits	~	~	~	~	~	~	\$500	\$500
BA or Relevant Degree from Uconn	~	~	~	~	~	~	\$1000	\$1000
Tuition for relevant courses	~	~	~	~	\$500/yr.	~	100%	100%
Fees & Books for relevant courses	~	~	~	~	~	~	100%	na

Life Insurance								
Active	1.5x Sal.	\$32,500	\$30,000	\$30,000	\$25,000	\$32,500	\$30-\$50k+	\$45,000
Retired	\$30,000	\$17,500	\$15,000	\$30,000	\$15,000		\$15,000	\$15,000

Deferred Comp. Plan								
Available?	Yes	~	~	~	~	~	~	~
Town Match	50%	~	~	~	~	~	~	~
Maximum Town Contribution	\$1000	~	~	~	~	~	~	~

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Contract Provisions	Dept. Heads	Town Hall	Public Works	Prof. & Technical	Nurses	Comm. Workers	Fire	Police
Workers' Compensation (@ Full Pay)								
Year One Days	2.5/mo.	2.5/mo.	2.5/mo.	2.5/mo.	1.25/mo.	1.0/mo.	Until able to return to work.	Until able to return to work
Years 2-5 Days	30	30	30	30	30	12		
Years 6-10 Days	60	60	60	60	60	20		
> 10 Years Days	90	90	90	90	60	30		

Long-Term Disability Insurance		50% Sal.	50% Sal.	50% Sal.	50% Sal.	50% Sal.	66 2/3% Sal.	66 2/3% Sal.
If Hired After	na	4/01/11	6/24/13	4/22/13	7/01/10	7/01/12	~	~

Allowances								
Clothing per Year							\$650-\$750	\$650+
Clothing Maintenance per Year							\$450	\$450
Broken Wrist Watch							\$50	
Funeral Expenses							\$15,000	
2 Sheets; 2 Pillow Cases							Yes	

Minimum Manpower								
At all times							23	
On any vehicle							2	

* There are no holidays for Fire, Police and Comm. Workers because they are 24x7, but there are 12 holidays for each for purposes of holiday pay.

"TOR" = Time of Retirement

"TEE" = Time Employment Ends

"LTM" = Last Twelve Months

Medicare Carveout Plan = Pays the difference between what Medicare pays and what the Town's plan would have paid. The annual cost of Medicare Plan B is paid by the retiree.

NB: Pension contributions by Police and Fire at 4.5% of salary are subject to reduction if the Police & Fire Pension Fund is >120% funded.

Any reduction in pension contribution is paid into the OPEB Trust Fund.

Fire Dept. OT Opportunities

Minimum Manpower Shortage for any reason like sick days, personal days

Holidays at 2.5x (versus 2.0x for Police) or Compensatory Time Off

Acting Positions are compensated at the pay for the lowest step for that position

Workweek restrictions including 42 hrs. per week on average per year and normal schedule of 3 days x 10 hrs, then 3 days off, 3 days x 14 hrs, then 3 days off

Fire Watch duties

Shift Commanders attending monthly 2-hr meetings

Salary base for determining OT is determined by the rank and classification of the last person to report off duty, thereby creating a minimum manpower shortage.