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CITY OF DANBURY

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January 31, 2012

Honorable Members of the Common Council
City of Danbury, Connecticut

Dear City Council Members:

I am pleased to present to you, for your ratification, the collective bargaining agreement between the City of Danbury and UPSEU Local 424 - Unit 14, Danbury Municipal Employees Association. The agreement will cover July 1, 2011 - July 1, 2015. The agreement was overwhelmingly ratified by the union on January 30, 2012.

Highlights of the agreement are as follows:

1. General wage increase of 0%, 2.25%, 2.75%, 2.75%.
2. Elimination of the General Employees Pension Plan for all new hires effective 7/1/12 to be replaced by a 401K style defined contribution plan managed by the City of Danbury.
3. A pension contribution of 1% effective July 1, 2013, the contribution increases to 2% effective July 1, 2014 for current employees covered by this agreement.
4. A reworking of the retiree medical benefit for active employees.
5. An extension of time for qualifying for the retiree medical benefit from 10 years to 20 years for new employees hired after July 1, 2012, and a requirement that the full cost be paid by the prospective retiree should they elect to have medical coverage upon retirement.
6. A new simplified classification system of jobs that will result in a realignment of wages for incoming employees hired after July 1, 2012.
7. An HSA health care plan for incoming employees hired after July 1, 2012 with an ability to "buy up" to a higher cost plan.

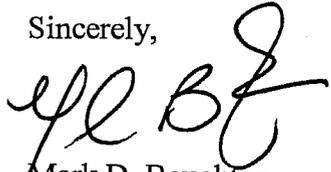
- 8. A restructuring of the health care plan for current employees that includes a higher premium cost share to help mitigate increases to the cost of health care benefits.

Copies of the contract are on file with the Legislative Assistant.

I would like to congratulate both the Union's leadership and our negotiating team for their outstanding work to bring these negotiations to a successful conclusion.

If you have any questions feel free to contact Assistant Corporation Counsel, Dianne Rosemark, at 203-796-8004.

Sincerely,



Mark D. Boughton
Mayor