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CITY OF DANBURY

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DATE: May 21, 2015

TO: Members of the City Council

FROM: Mark D. Boughton, Mayor

RE: Extension of the Collective Bargaining Agreement between the City and the Danbury Municipal Employees' Association, Inc., UPSEU, Local 424, Unit 14, City Employees (DMEA)

MISA

I am pleased to present to the Council, with my endorsement, an extension of the collective bargaining agreement between the City and the DMEA. The agreement is the culmination of good faith negotiations between representatives of the City and the DMEA.

The agreement extends the current language concerning the terms and conditions of employment for members of the DMEA from July 1, 2015 through June 30, 2017. The agreement reflects a general wage increase of 2.75% for employees effective July 1, 2015; a 2.75% wage increase effective July 1, 2016, and an all inclusive High Deductible Health Plan (HDHP) for DMEA members. A HDHP with a Health Savings Account (HSA) provides employees with the opportunity to make pre-tax contributions toward eligible health care costs. Importantly, the migration to a HDHP will result in significant cost savings to both the City and DMEA members.

A copy of the collective bargaining agreement extension is on file in the Legislative Assistant's office. The City's Director of Finance is available to answer questions about the costs necessary to fund the agreement.

Your vote in favor of funding the agreement will save the City significant expense in the next two fiscal years and obviate the need for contract negotiations until 2017.

I encourage your support in voting to fund this agreement.