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CITY OF DANBURY

OFFICE OF THE MAYOR
DANBURY, CONNECTICUT 06810

MARK D. BOUGHTON
MAYOR

(203) 797-1511
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September 29, 2004

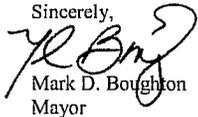
Honorable Members of the Common Council
City of Danbury, Connecticut

Dear Common Council Members,

Pursuant to Sec. 7-474 of the Connecticut General Statutes, I am respectfully submitting a proposed settlement of the collective bargaining agreement between the City of Danbury and the International Association of Firefighters Local 801 for your consideration and approval.

The procedure for adoption of a collective bargaining agreement as outlined in the statute requires the executive branch to negotiate the terms and conditions of the contract and then receive approval from the legislative body. I have asked our Director of Finance and Personnel to provide a summary for you of the highlights of the proposed contract which is included with your packet. As always, please feel free to contact me if you have any questions or concerns.

Sincerely,



Mark D. Boughton
Mayor



CITY OF DANBURY

155 DEER HILL AVENUE
DANBURY, CONNECTICUT 06810

DENA DIORIO
DIRECTOR OF FINANCE

(203)797-4652
FAX: (203)796-1526

MEMORANDUM

TO: Mark D. Boughton via the Common Council

FROM: Dena R. Diorio, Director of Finance & Personnel *Dena*

DATE: September 27, 2004 CERTIFICATION #5

SUBJECT: International Association of Firefighters, Local 801 - Proposed Collective Bargaining Agreement, Proposed Ordinance Change, Appropriation of Funds

Attached for your review and approval is a proposed collective bargaining agreement between the City and Local 801 – International Association of Firefighters. I am also including a proposed ordinance change and request for appropriation related to the proposed contract. The proposed agreement is for a four-year term beginning July 1, 2003 ending June 30, 2007.

The agreement includes wage increases of 1%, 2%, 4% & 5% annually, allows the City to switch to bi-weekly payroll with 90 days notice, includes a contract re-opener in the event that the City desires to privatize dispatch or use civilian dispatchers, allows for pension-related administrative expenses to be paid out of the pension fund, and other language changes.

In the area of health insurance, the proposed contract includes plan design changes that aligns the City's current plan with Anthem's Century Preferred standard plan. Employees' premium co-share will increase from 5% to 8% upon approval by the Common Council, to 10% on July 1, 2005 and to 12% on July 1, 2006. The same premium co-shares apply to dental insurance coverage.

The contract also introduces a new health insurance plan, providing employees an option. The BlueCare plan provides almost the same benefit levels as Century Preferred, but does not include an out-of-network benefit. The premium co-shares for the new plan are 6%, 7% and 8% annually.

The contract also includes some language changes related to the election to the Board of Directors of the Firefighters Pension Fund. The proposed language staggers the terms of

the Directors, which previously had been elected for two-year terms in odd-numbered years. The new language has one of the three members being elected for a two-year term in even-numbered years. Since this language is included in Section 14-27 of the Code of Ordinances, an ordinance change is required to ensure consistency between the new contract and the Code. I am requesting that the proposed ordinance change be referred to a public hearing.

Finally, I am requesting that the following appropriation be approved to fund the provisions of the new contract:

2010.5020 - Salaries:	\$180,000
2010.5030 - Overtime:	\$18,000
2010.5051 - Holiday Pay:	<u>\$12,000</u>
Total:	\$210,000

The status of the Contingency Account is as follows:

Budgeted Contingency:	\$1,428,754
Appropriations to Date:	(\$66,300)
This Request:	<u>(\$210,000)</u>
Balance in Contingency:	\$1,152,454

Please feel free to contact me should you require any additional information. Thank you.

C: Peter Sicienski, Fire Chief



ORDINANCE
CITY OF DANBURY, STATE OF CONNECTICUT
COMMON COUNCIL

Be it ordained by the Common Council of the City of Danbury:

THAT Subsection 14-27(b) of the Code of Ordinances of Danbury, Connecticut is hereby amended to read as follows:

Sec. 14-27. Members of the board of directors; duties of president, secretary.

(b) The three (3) employee members of the board of directors shall be elected, hereafter, to the board of directors at a regular meeting of the Danbury Professional Fire Fighters, Local 801, IAFF (the "Union"), to be held on the second Monday of April. Those members of the Fire Department who are not members of the bargaining unit represented by the Union but are members of the firefighters pension system, shall be notified of all pension meetings and shall be permitted to vote for members of the board of directors. In each odd numbered year, two (2) employee members of the board of directors shall be elected for a two-year term and until their successors have been elected. In each even-numbered year, one (1) employee member of the board of directors shall be elected for a two-year term and until his/her successor has been elected. At all times there shall be three (3) employee members of the fire pension board. Each elected member shall assume office on May 1 of the year of election. Any vacancy in an employee director position shall be filled in the same manner within six (6) days after posting of the vacancy for a period of seven (7) days in all Fire Department stations and Fire Department headquarters.