

COLLECTIVE BARGAINING AGREEMENT

By and Between

The Town of Trumbull

and the



**UNITED PUBLIC SERVICE EMPLOYEES UNION
Local 424 - Unit 4
SUPERVISORS**

July 1, 2022 to June 30, 2026

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PREAMBLE

This Agreement entered into by and between the Town of Trumbull, State of Connecticut, hereinafter referred to as the Town, and the United Public Service Employees Union Local 424 - Unit 4, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Town and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and establishment of rates of pay, hours of work, working privileges or benefits or any other matters that come within the general meaning of the terms, working conditions or conditions of employment.

ARTICLE 1 **RECOGNITION**

Section 1.0 The Town hereby recognizes the Union as the exclusive collective bargaining agent, for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all supervisory employees of the Town of Trumbull in the following classifications: library director, director of social services, senior services director, park ranger; tax assessor, director of nursing, internal auditor, building official, purchasing agent, chief park ranger, director of recreation, assistant library director, tax collector, assistant town engineer, town engineer, accounting manager, golf course superintendent, assistant sewer administrator, assistant director of recreation, associate director library information systems, director of information technology, director of planning and development; and assistant golf course superintendent; excluded are all other supervisory personnel excluded by the Municipal Employee Relations Act.

ARTICLE 2 **NO DISCRIMINATION**

Section 2.0 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of race, creed, color, religion, age, sex, disability, marital status, political beliefs, or national origin.

ARTICLE 3 **EMPLOYEE RIGHTS AND REPRESENTATION**

Section 3.0 Employees have and shall be protected in the exercise of the right without fear of penalty or reprisal to join and assist the Union. The freedom of employees to assist the Union shall be recognized as extending to participation in the management of the Union and acting for the Union in the capacity of Union Officer or Representative.

ARTICLE 4 **UNION SECURITY/DUES, AGENCY FEES**

Section 4.0 Union members who have signed dues authorization cards shall pay union dues.

Section 4.1 The Union agrees to indemnify, defend and hold the Town harmless from and against any and all claims arising out of and under the provisions of Section 4.0 of this Agreement.

Section 4.2

The Town shall provide the UPSEU Labor Relations Representative via email within ten (10) working days from the employee's date of hire, the following information: 1) first and last name; 2) work location/department; 3) pay rate; 4) work phone number; 5) work email address; and 6) home address.

Section 4.3

During the first month of employment, the Union shall be provided an opportunity to meet with new employees during orientation, for up to a maximum thirty (30) minutes, or in the event, the union does not attend orientation, during the employee's normal lunch period.

ARTICLE 5
MANAGEMENT RIGHTS

Section 5.0 This Agreement shall not limit or curtail the Town in any way in the exercise of the rights, powers and authority which the Town had prior to the effective date of this contract unless and only to the extent that provisions of this collective bargaining agreement curtail or limit such rights, powers, and authority and the rights, powers and authority generally vested in management, explicitly including but not limited to: the right to manage its operations; direct, select, decrease and increase the workforce, including hiring, promotion, demotion, transfer, suspension, discharge or layoff; the extent to which the facilities of any department thereof shall be operated, additions thereto, replacements, curtailments, or transfers thereof or portions thereof; removal of equipment; outside purchases of products or services; the scheduling of operations; the materials and equipment to be used; the right to introduce new and improved methods and facilities and to change existing methods and facilities; to maintain discipline and efficiency of employees, and to prescribe rules to that effect; to establish and change work standards and quality standards; determine the qualifications of employees; regulate quality and quantity of production; and to run its various department efficiently.

ARTICLE 6
SENIORITY/PROBATION/PROMOTIONS/TRANSFERS

Section 6.0 Seniority shall commence upon the date that the employee begins as a full-time paid employee of the Town. The employee's earned seniority shall not be lost because of absence due to illness, pregnancy, maternity leave, bereavement, jury duty, personal leave, or authorized leave, or while eligible for recall. Seniority and seniority rights will not be accrued during unpaid leave of absence or layoff, but such rights will not be lost by the employee because of such leave.

Section 6.1 An employee's seniority, and his employment, shall terminate upon any of the following:

1. resignation;
2. discharge for just cause;
3. retirement;
4. death;
5. reduction in force due to elimination of position in which the lay-off is longer than twenty-four (24) months;
6. absences of four (4) or more consecutive days without reporting in; and
7. fails to report to work from layoff within ten (10) working days after receipt of notice of recall by registered mail. For purposes of compliance, the Town may rely on the last address furnished to it by the employee. Extenuating circumstances shall be considered when applying this section.

Section 6.2 Seniority will be used to determine vacation preference and layoffs in the event of a reduction in force within departments among bargaining unit members; provided, however, nothing herein shall limit or curtail the Town's right to determine which classification shall be effected by reduction in force.

Section 6.3 Probationary Period: Employees shall be considered probationary during their first one hundred eighty (180) days from the date of hire in a position. During such probationary period the employees shall not attain seniority rights under this Agreement, and such probationary employee will be subject to discharge by the Town, without access to the Grievance Procedure. At the successful completion of the probationary period, seniority shall be retroactive. If the employee fails probation, he or she may revert back to their previously held position in the bargaining unit provided it is vacant and funded.

Section 6.4 In the event an employee is recalled within twenty-four (24) months of being laid-off, the employee's seniority shall be reinstated, except that no credit shall be given for the period of non-employment.

ARTICLE 7 **LAYOFF AND RECALL**

Section 7.0 In the event there is a reduction in or a proposed reduction in the number of employees or work hours, the employee with the least seniority in the affected classification will be laid off first. The President of the Union shall be notified at the same time the employee is notified of layoff.

Section 7.1 Employees shall be given at least two (2) weeks' notice prior to the effective date of layoff. Additionally, the Town shall pay two (2) weeks (base pay) as severance pay. The Town has the option to pay four (4) weeks (base pay) as severance pay in lieu of the two (2) weeks' notice referenced above.

Section 7.2 Employees who are laid off under this Article shall have recall rights as follows:

- a. For a period of twenty-four (24) months, the affected employee shall have the right to be recalled to the job from which he/she was laid off, if a position should become vacant or be reinstated to a position in a lower job if qualified.

ARTICLE 8 **HOURS OF WORK**

Section 8.0 Normal workdays and week shall continue as currently practiced. Each employee shall be entitled to a one (1) hour unpaid lunch period each day and two (2) fifteen (15) minute paid breaks. The summer hours schedule shall not apply to bargaining unit employees. The Town may reopen the contract on or after January 1, 2020, to negotiate over a modified workweek resulting in an increase in the number of hours of work Monday through Thursday and a reduction in the number of hours on Friday. This reopener covers all ancillary provisions related to the schedule change.

ARTICLE 9 **OVERTIME/CALL BACK**

Section 9.0 Payment for hours actually worked in excess of eight (8) in any workday and hours worked in excess of forty (40) in any week (Monday through Sunday) shall be made at one and one-half (1-1/2) times the hourly rate of the employee. Overtime must be approved in advance by the Department head or his or her designee.

Section 9.1 Except where Saturday is part of the regular work schedule, payment for time worked on Saturday shall be one and one-half (1-1/2) times the employee's hourly rate regardless of whether the employee has worked in excess of forty (40) hours in the preceding Monday through Friday period.

Section 9.2 Except where Sunday is part of the regular work schedule, payment for time worked on Sunday shall be at two (2) times the employee's hourly rate regardless of whether the employee has worked in excess of forty (40) hours in the preceding Monday through Saturday period.

Section 9.3 Compensatory time may be substituted for overtime pay upon the mutual agreement of the employee and the Director of Human Resources/Labor Relations or his/her designee. Compensatory time shall be used within sixty (60) days of the date on which it was earned, and in accordance with applicable law, or shall be paid out to the employee at the applicable overtime rate.

Section 9.4 When an employee is called in for work outside of his/her normal hours by the First Selectman or designee, he/she shall be paid a minimum of three (3) hours at the applicable overtime rate. This provision should apply once in any one day. A day is defined as the twenty-four (24) hour period starting at 8:00 a.m. one day until 8:00 a.m. the next

day. If a call back occurs more than once in any calendar day, overtime shall be paid for all hours worked. Call back is defined as overtime which is not contiguous to the regular work hours. Regular attendance at board, Commission or similar meetings are also exempt from call back provision and shall be paid at the applicable overtime rate.

Section 9.5 There shall be no pyramiding of overtime.

Section 9.6 Employee hired after June 1, 2016 or promoted into the unit after July 1, 2017, shall be considered exempt employee not eligible for comp/overtime.

Section 9.7 For salaried employees – The base salary is to include regularly scheduled responsibilities, such as board, Commission or similar meetings and scheduled events of that nature. However, any emergency operational issues that arise which need to be addressed in a timely manner and are outside of normal working hours shall be paid at time and a half for total number of hours worked Monday through Saturday and double time on Sunday and holidays. Emergency work that exceeds two hours needs to be approved by the employee's immediate supervisor or First Selectman or his / her designee.

ARTICLE 10 **GRIEVANCE PROCEDURE**

Section 10.0 Purpose The purpose of the Grievance Procedure shall be to settle employee grievances on as low an administrative level as possible so as to ensure employees' morale without impairing Town department efficiency.

Section 10.1 Definitions

- A. A "Grievance" is any difference, dispute, or disagreement over, or alleged breach of, the terms and conditions of this Agreement, including but not limited, disciplining an employee without just cause.
- B. A "Grievant" may be the employee and/or Union.
- C. "Days" shall mean working days.

STEP ONE Any employee with a Grievance and/or his Union Representative shall meet with the Department Head or his/her designee within five (5) days of the date of the incident giving rise to the Grievance or the date the incident is first discovered, and the Department Head or his designee shall respond to the Grievance within five days of the date presented. In the event the grievant is a department head, Step One shall be waived, and the employee must start at Step Two.

STEP TWO If the employee or the Union is not satisfied with the decision rendered at Step One, the employee or the Union shall submit the Grievance in writing to the Director of Human Resources/Labor Relations or his/her designee, within ten (10) days of the latter of (a) the date of the incident giving rise to the Grievance or the date the incident is first

discovered, or (b) the response from the Department Head. The Director of Human Resources/Labor Relations or his/her designee shall meet with the grievant and his/her Union Representative within ten (10) days of receipt of the written Grievance and shall render a decision within ten (10) days of meeting the grievant and the Union.

STEP THREE If the Director of Human Resources/Labor Relations' decision is not satisfactory to the Union, the grievance may be submitted by the Union to the American Arbitration Association, within twenty (20) days after receipt of the decision. The Union shall also notify the Town of said appeal. The arbitrator shall have no power to add to, subtract from, amend, alter or delete any provision of the Agreement but shall only have the power to interpret the specific terms of this Agreement. The decision of the arbitrator shall be final and binding upon both parties; however, both parties shall have a right of appeal to the courts in accordance with proceedings under the Connecticut General Statutes.

Section 10.2 Mediation The Mediation services of the State Board of Mediation and Arbitration may be utilized at any time provided both parties so desire.

Section 10.3 Recording of Minutes or Testimony Either party, at their own expense, shall have the right to employ a public stenographer or use a mechanical recording device at any step in the procedure provided the other party is notified in advance.

Section 10.4 Employees and the Union shall have the right and choice of a representative whenever desired by either the individual employees or the Union at their own expense. The Town shall have the right and choice of a representative whenever desired at its own expense.

Section 10.5 By mutual agreement the parties may agree to extend the time limits of this procedure. Such agreement shall be reduced to writing and signed by the parties.

ARTICLE 11 **DISCIPLINE**

Section 11.0 All disciplinary action shall be applied in a fair and equitable manner and shall be consistent with the infraction for which disciplinary action is being applied.

Within forty-eight (48) hours of any suspension or discharge, the Town shall deliver via email or hand delivered to the Union President or designee and the employee a statement of the reason(s) for such discipline.

Depending on the offense, disciplinary action may include, but not be limited to, verbal and/or written warning, suspension without pay, and discharge. Progressive discipline shall be applied when appropriate. No employee shall be disciplined without just cause.

Section 11.1 Each employee shall have the right to see and review his or her personnel file upon request with the Personnel Manager. The Town shall provide one copy per year to

each employee upon request, of the contents of his/her personnel file at no cost to the employee. If an employee disagrees with any item in his/her personnel file, the employee may submit a written reply which shall be attached to the objectionable item. Only disciplinary action which is in the employee's personnel file or of which he or she is otherwise aware, may be used for progressive disciplinary purposes.

Section 11.2 Each employee will be given copies of any evaluation reports placed in the employee's personnel file.

Section 11.3 Disciplinary action, whether verbal, written warnings, shall not be considered for purposes of progressive discipline after one (1) year, provided a similar infraction has not occurred within the one year period. Suspensions shall remain valid for three (3) years provided a similar infraction has not occurred within that period.

ARTICLE 12 **INSURANCE BENEFITS**

Section 12.0 Employees and their eligible dependents shall be entitled to the following insurance coverage:

- a. The State of CT Partnership Plan 2.0 for health, pharmacy, vision, and dental coverages. (Dental Coverage \$1500 Annual Maximum Plan with option for DHMO). In addition, employees will be subject to the State Health Enhancement Program including penalties for non-compliance resulting from deductible and premium penalties. (See Appendix A)

Coverage eligibility for employees and eligible dependents shall commence on the first of the month following employment and shall end the last day of the month in which they are separated. Coverage for eligible dependents shall continue up to age 26 for health, pharmacy, dental, vision irrespective of student status.

- b. life insurance \$50,000 (employee only) plus an AD&D Policy in the amount of \$50,000, as defined by the policy.

Effective July 1, 2023, employees shall contribute eighteen and a quarter (18.25%) percent per year of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction. Effective July 1, 2025, employees shall contribute eighteen and a half (18.50%) per year of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deductions.

Section 12.1 New employees shall be eligible to receive the above benefits on the first of the month following employment.

Section 12.2 The Town shall provide, at no expense to the employees, a disability insurance which will provide at least sixty-six and two-thirds (66.66%) replacement income for twenty-six weeks after the fifteenth day of absence for any non-work related

illness or injury. Such sixty-six and two-thirds (66.66%) pay shall be based on the employee's regular weekly base pay.

Employees have the option of using any or all sick leave accumulation in lieu of commencing such plan on the sixteenth day; provided that employees shall not be entitled simultaneously to disability pay and sick leave pay.

Notwithstanding the above, short term disability benefits are only available once the employee has used all of his or her sick days, with the exception of 60 days for employees hired before January 1, 1997, and 30 days for employees hired after January 1, 1997.

Section 12.3 The Town shall have the unilateral right to withdraw from the State Partnership Plan. In the event the Town elects to withdraw, it shall notify the Unions of its decision as soon as possible. Penalties assessed by the State resulting from the Town's decision to withdraw from the State Partnership shall be the responsibility of the Town. The Unions agree to negotiate on a coalition basis over the health benefits plan. The employee medical contribution rate shall also be the subject to negotiations upon withdrawal but shall not be conducted on a coalition basis. In the event an agreement is not reached within forty-five (45) days from said notice, the parties agree to proceed immediately to binding arbitration. The arbitration shall be a "one issue" arbitration with the Town and the Coalition each submitting their proposal for the medical plan design. The parties agree to make their best efforts to expedite the process to ensure a decision within sixty (60) days of the expiration of the forty-five (45) day window for negotiations. The Unions may, if there is a substantial change in the State Partnership Plan 2.0 benefits, request bargaining over a substitute plan. In order to make such a request, the group must constitute at least a majority of the Town unions representing at least 50% of the Town's unionized employees. If this criterion is met, negotiations would reopen for all the bargaining groups as a coalition. This reopener applies during the term of the applicable contract. Such demand to bargain over a substitute plan of benefits shall be made within thirty (30) days of such change. If the request to bargain is not made within thirty (30) days, then the Plan will remain with the changes. If bargaining occurs, it shall be the process as outlined above.

Section 12.4 Upon retirement from the Town of Trumbull, employees may elect to purchase, at their own expense, the medical, hospitalization, vision and prescription coverage then in effect and provided to bargaining unit employees through the Town at the Town's group rate. Employees so electing shall make payment for said insurances in the manner specified by the Town. Employees must be between the ages of sixty-two and sixty-four, inclusive, in order to purchase such benefits. Upon reaching Medicare age the employee shall be entitled to purchase through the Town's group rate Medicare Supplemental insurance and supplemental drug rider.

Section 12.5 Insurance Waiver

- a. Eligible employees may elect to waive all group health coverage.

- b. Notice of intent to elect and re-elect the waiver must be filed with the Human Resources/Civil Service Department by the end of open enrollment. The waiver shall remain in effect until the employee files a written request for reinstatement of insurance. Reinstatement of Town medical coverage during the plan year is permitted if the employee experiences a qualifying event.

Section 12.6 The Town will make available to the employee an Internal Revenue Code §125(a) plan, such that employee contributions toward health insurance will be treated as paid with pre-tax dollars.

ARTICLE 13 **PENSION**

Section 13.0 The Pension Plan for Town employees is made a part of this Agreement, together with any amendments as may exist or as may be made during the term of this Agreement.

Employee contributions to the Pension Plan shall be six percent (6.0%)

Section 13.1 Employees hired before February 1, 2013, shall remain covered under the Town of Trumbull Retirement Plan (Defined Benefit Pension Plan) in Section 13.0, above. Employees hired after February 1, 2013, shall not be eligible to participate in the Defined Benefit Pension Plan, but shall, if eligible, participate in the Town Defined Contribution Retirement Plan (Defined Contribution Plan). The Town will match employee contributions in the Defined Contribution Plan in the amount of seven (7%) percent of the employee's annual base salary. Contributions will commence on the first of the month following employment.

ARTICLE 14 **HOLIDAYS**

Section 14.0 There shall be thirteen (13) recognized paid holidays as follows:

New Year's Day	Independence Day
Presidents' Day	Labor Day
Good Friday	Columbus Day
Memorial Day	Veteran's Day
Juneteenth	Day after Thanksgiving
Thanksgiving Day	Christmas Day
Martin Luther King's Birthday	

Plus, a floating holiday to be established annually by the First Selectman.

Section 14.1 Whenever a legal holiday falls on a Saturday, it shall be celebrated on the previous Friday. If a holiday falls on a Sunday, it shall be celebrated on the following Monday.

Section 14.2 When a holiday occurs during regular vacation, or regular day off, the employee shall be credited with a vacation day.

Section 14.3 When a full-time employee is required to work a holiday, the employee shall receive double times (x2) his/her hourly rate of pay, plus a day's pay, or with the Department Head's approval, another day off.

ARTICLE 15 **VACATION LEAVE**

Section 15.0 Vacations shall be calculated on an anniversary date basis, and all full-time employees shall be granted an annual vacation leave subject to manpower and availability, and determined based on seniority, as follows:

Years of completed service:

1 year but less than 5 years of service	10 days
5 years but less than 10 years of service	15 days
10 years but less than 11 years of service	20 days
11 years but less than 12 years of service	21 days
12 years but less than 13 years of service	22 days
13 years but less than 14 years of service	23 days
14 years but less than 15 years of service	24 days
15 years or more years of service	25 days

Employees hired after June 1, 2016, or classified as exempt shall receive three (3) weeks of vacation upon hire. Vacation earned during the first year of employment is not eligible for payout or carryover. The vacation accrual rate shall be fifteen (15) days for years one (1) but less than five (5) year of service; sixteen (16) days for year 6; seventeen (17) days for year 7; eighteen (18) days for year 8; nineteen (19) days for year 9 and twenty for year 10. After year 10, they follow the same vacation schedule as indicated in the table above.

Section 15.1 For the purpose of computing vacation time, only dismissal and unpaid leave of absence of more than thirty (30) days will break the continuity of service; other leave will not deter vacation leave accrual during such leave. Employees shall have their accrual of such leave computed from the date of their original appointment.

Section 15.2 The Department Head shall respond in writing to the employee's request for vacation time within seven (7) days of said receipt.

Section 15.3 An employee whose employment with the Town is terminated due to the employee's resignation with two (2) weeks prior written notice or for retirement, death or reduction in force for any reason will be paid for all earned vacation leave except where provided to the contrary.

Section 15.4 Accrued vacation leave for which payment is due shall be considered to be earned and payable upon death of any employee to such person or persons entitled by law to receive any compensation due such employee.

Section 15.5 Part-time employees who work twenty (20) hours, but less than thirty-five (35) hours shall be entitled to use any unused vacation leave, which will be granted on a pro-rata basis.

Section 15.6 Voluntary carry-over of up to ten (10) days of vacation may be allowed with the approval of the Department Head. Accumulated time must be used prior to the anniversary date the following year, or it shall be forfeited.

Employees with 10 or more years of service shall be permitted to carry over to the following year, 3 weeks' vacation time. If the time that is carried over to the following year is not used during the following year, the employee loses the carried over vacation time.

ARTICLE 16 **SICK LEAVE**

Section 16.0 Full-time employees shall be granted sick leave on the basis of one day per month and the accumulation of such sick leave shall be unlimited. Any employee hired after February 1, 2005, shall be allowed to accumulate up to 180 days maximum. Sick leave shall begin accruing when the employee begins as a full-time paid employee of the Town.

Section 16.1 Employees who retire from the Town under the terms of the "Town of Trumbull Retirement Plan," adopted April 12, 1976, as amended, (the "Retirement Plan") or the Town Defined Contribution Retirement Plan, shall be eligible to receive payment for up to sixty (60) days of unused accumulated sick leave. Employees hired on or after January 1, 1997, shall be eligible to receive payment for up to 30 days of unused accumulated sick leave. Employees hired on or after February 1, 2013, shall be eligible to receive payment for up to 15 days unused accumulated sick leave. Such payments shall be made, in a separate check, at the rate of pay applicable when the sick day was earned. For purposes of this Section, all sick time shall be deemed utilized on a first-in first-out basis.

Section 16.2 Employees may use their accrued sick time for their own illness, personal injury, doctor and dental appointments. In addition, employees may use sick leave up to five (5) days per fiscal year for the illness/injury of a child under the age of 21, spouse or parent whom the employee is the primary caregiver. The Town may require documentation to support the request.

ARTICLE 17
WAGES

Section 17.0 Effective July 1, 2022, and until June 30, 2026, the wage schedule attached as **Appendix B** shall be in effect and will reflect the following wage increases:

7/1/22	2.25% retroactive
7/1/23	2.35% retroactive
7/1/24	3.0%
7/1/25	2.75%

On each July 1 of 2022, 2023, 2024, and 2025, employees not already on the top step shall advance one step.

In addition, in July of each year, employees in the Chief Park Ranger and Park Ranger classifications shall receive \$400 per year for possessing the MRT certification.

Section 17.1 Members of this bargaining unit hired prior to January 1, 2013, shall receive annually a longevity payment (to be received in the first pay of December) according to the following schedule:

10 years of service	\$325
15 years of service	\$500

Employees hired after January 1, 2013, shall not be eligible to receive a longevity benefit.

ARTICLE 18
WORKERS' COMPENSATION

Section 18.0 Employees who are absent from work due to illness or accident for which they are entitled to compensation under the Workers' Compensation Act shall not be charged sick time.

ARTICLE 19
LEAVE PROVISIONS

Section 19.0 Unpaid leave for the illness of an employee or his immediate family members, or for the birth or adoption of a child, shall be granted in accordance with the Federal Family and Medical Leave Act.

Section 19.1 Three (3) working days' absence with pay shall be allowed for personal leave. These days shall not accumulate from calendar year to calendar year. Personal days shall be prorated during the first year of employment pursuant to the following: full-time employees hired prior to June 30th of a given calendar year are entitled to three (3) personal days. Full-time employees hired on or after July 1st in a given calendar year are entitled to two (2) personal days. Such employees are then entitled to three (3) days on

January 1 of the following calendar year.

Employees shall be credited and use personal leave commencing the first full pay period of each calendar year thereafter.

Section 19.2 Bereavement Leave Each full-time permanent employee shall be granted five (5) working days with pay for attendance at the funeral of the employee's spouse, child, stepchild, mother or father, step parent.

Each full-time permanent employee shall be granted three (3) working days with pay for attendance at the funeral of the employee's sister, brother, grandchildren, current mother-in-law, current father-in-law, current daughter-in-law, or current son-in-law.

Each full-time permanent employee shall be granted one (1) working day with pay for attendance at the funeral of the employee's grandmother, grandfather, current brother-in-law, current sister-in-law, niece, nephew, aunt, or uncle.

The Town may require proof to substantiate the leave, including the name of the individual and his/her relationship to the employee.

Section 19.3 Any employee called to jury duty shall be paid the difference between the employee's regular rate of pay and the fee received from serving as a juror. No employee shall receive more compensation than normally would have been received had he not served jury duty. An employee called to jury duty shall furnish the Town with a Notice to Serve immediately upon receipt. The employee shall return to work on any day he/she is released from jury duty with four (4) or more hours remaining in the workday.

Section 19.4 Military Leave Military leave shall be granted to permanent employees or permanent part-time employees when required to serve on active reserve or on National Guard duty for a period not to exceed two (2) weeks. During this period, the employee shall be paid the difference, if any, between his/her regular pay and military pay. Time of military leave shall be included in computing seniority earned in the Town's service. Copies of orders for active duty shall be supplied to the Department Head if requested.

Section 19.5 Leave of Absence An employee requesting leave of absence without pay may be granted the same at the discretion of the Department Head upon reasonable cause being given. Such leave shall not exceed six (6) months. During such leave of absence not in excess of thirty (30) days, insurance benefits will remain in effect. Insurance benefits may be continued at the employee's cost in the case of leaves of absence in excess of thirty (30) days.

Section 19.6 Union Leave

a. One (1) member of the Union may be designated to process grievances and other labor relations issues and such member and grievant(s) shall be granted leave of duty with full pay while engaged in processing said grievance, at each step of the procedure through arbitration.

b. One (1) member of the Union may be granted leave of absence from duty without pay to attend conventions, or other Union business, but said employee shall not be granted or entitled to reimbursement by the Town for any expenses incurred in travel or otherwise. The Town shall approve such leave and such request shall not be unreasonably denied.

c. During contract negotiations the Union shall have the right to have three (3) members of its negotiating committee present for all meetings. When such meetings take place during scheduled work hours, they will be granted leave with full pay.

Section 19.7 After twelve (12) months of being out of work because of a work-related or non-work-related injury, illness or disability, the Town shall have the right to separate the employee from his or her position. At the end of the twelve-month period, the Town, the Union, and the employee will meet to discuss the employee's status. If there is evidence that the employee will likely return to their position in the near future, not to exceed ninety (90) calendar days, then the employee will not be separated. Absent such evidence, the employee will be separated after the twelve (12) month period. If the employee was extended after the 12 month and does not return before the period expires, the Town will have the right to separate the employee. The twelve-month period will not be broken for periods of restricted or modified duty, or periods of less than four weeks (20 days) of regular duty.

ARTICLE 20

WEARING APPAREL/EQUIPMENT/CLOTHING UNIFORMS/REPLACEMENT

Section 20.0 The Town shall provide to any employee required to wear protective clothing, his/her own protective clothing of good quality and condition. Such clothing shall consist of rain gear, boots, gloves and goggles, or any other protective clothing deemed necessary by the Occupational Safety and Health Administration (OSHA). Employees covered by this provision are listed in Appendix C.

Section 20.1 The Town shall continue its program of supplying safety shoes, or a payment therefore, and safety glasses for all members of the bargaining unit whose duties require them to wear such safety equipment. Those classifications eligible for safety shoes and glasses are shown on Appendix C. Payment for safety shoes in the amount of \$200 annually, will be payable to eligible members by August 1 of each year.

Section 20.2 The Town shall provide to the Chief Park Ranger and Park Ranger classifications uniforms, equipment, shoes, boots, and other gear as has customarily been provided in the past.

ARTICLE 21
GENERAL PROVISIONS

Section 21.0 During the term of this Agreement, the Town shall furnish the Union upon request with an up-to-date list of bargaining unit employees. When a new employee is hired, the Town shall notify the Union and furnish the Union with the name, date of employment, position, and rate of pay of the new employee. When the employment of an employee terminates, the Town shall notify the Union and furnish the name and date of termination of the employee.

Section 21.1 The Town shall post a copy of this Agreement on the Town's website.

Section 21.2 If any Article or Section of this Agreement is declared invalid by a court of competent jurisdiction, said invalidity shall not affect the remaining provisions of this Agreement.

Section 21.3 There shall be no alteration, variation, no amendment of the terms and conditions of this Agreement, unless made and agreed to in writing by both parties.

Section 21.4 If there is any previously adopted policy, rule, or regulation of the Town which is in conflict with any provision of the Agreement, said Agreement provision shall prevail during the term of this Agreement.

Section 21.5 When an employee is required to use his/her own vehicle to perform Town business, he/she shall be reimbursed at the IRS rate per mile. The Town shall have the right to discontinue the privilege of a take home vehicle at the discretion of the First Selectman.

Section 21.6 The Union's business representative shall be permitted to visit specific job sites where bargaining unit members are employed provided such visits are at normal business hours and do not interfere with the operation of the department. It is agreed that the Union business representative will report to the Department Head before talking to bargaining unit members.

Section 21.7 The Town shall provide bulletin board space for the Union for the posting of notices in the areas designated for such notices.

Section 21.8

a. The Town agrees to continue in force for the duration of this Agreement, for those benefits and privileges, previously granted to and enjoyed by the members of the bargaining unit but which may not be specifically mentioned herein.

b. This Agreement represents the full and complete Agreement between the parties with respect to all matters relative to rates of pay, hours of work and terms and conditions of employment. The parties agree that there has been full opportunity to bring

up for negotiation any matter pertaining to rates of pay, hours of work and conditions of employment, and that no such matters will be brought up for negotiation during the term of this Agreement.

c. The Town agrees it will not implement any unilateral changes in wages, hours of work or other conditions of employment during the term of this Agreement unless it first notifies the Union in writing and the Union has not requested to negotiate this change within thirty (30) days of such notice.

Section 21.9 Any employee who is required by the Town to attend any training or conferences shall be reimbursed for enrollment fees, meals (where applicable), travel, and lodging (where applicable) in accordance with current Town policy. The Town may adjust the employee's work schedule to minimize or eliminate overtime during the time the employee is away at the conference.

Section 21.10 When the Town creates a new classification within the bargaining unit or extensively changes an existing job, the Town shall establish appropriate pay rates, if any, for such new or changed classification. Any dispute that may arise as a result shall be resolved through the grievance and arbitration procedure of this Agreement.

Section 21.11 Professional fees and licensing of employees which are required for Town employment shall be paid for by the Town.

Section 21.12 All members of this bargaining unit who supervise one or more employees shall be provided with and must attend periodic training concerning supervisory responsibilities and on human rights and opportunities law.

Section 21.13 At the Town's discretion and with thirty (30) days' notice to the bargaining unit, employees shall be paid and have applicable deductions taken on a bi-weekly basis.

Section 21.14 Any employee taking college, technical and/or university courses(s) which, on the recommendation of the Department Head and approval of the First Selectman or designee, directly relates to the assignments of the employee shall receive a maximum of \$1,000.00 per semester per employee reimbursement provided the employee receives a 3.0 grade point average or a grade of "B" or better in approved undergraduate courses or that employee receives a 3.0 grade point average, a letter of "B" or better in approved graduate courses, or a passing mark if no letter grade is utilized. The Town shall set aside the following amounts to fund this Article for the members of the Union:

July 1, 2022 to June 30, 2026	\$3,000
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No Town funds will be expended in excess of these agreed upon amounts to reimburse employees for tuition and fees. All monies not used by the end of the contract year will automatically revert back to the general funds of the Town.

The grievance/arbitration procedures will not be applicable to this Section.

Section 21.15 Effective upon ratification and approval, all employees shall receive their check via direct deposit and receive email notification of the advice deposit.

ARTICLE 22
SAFETY & HEALTH

Section 22.0 The Town of Trumbull will comply with occupational safety and health standards (OSHA) as promulgated under State of Connecticut Statutes, Chapter 571.

ARTICLE 23
DURATION

Section 23.0 This Agreement shall become effective upon signing by the parties, except for provisions with specific retroactive or effective dates.

This Agreement shall remain in effect until June 30, 2026, and shall be amended pursuant to the Municipal Employee Relations Act.

FOR THE TOWN



Vicki A. Tesoro
First Selectman

Dated:



Thomas McCarthy
Director of Labor Relations

Dated: 1/19/2024

FOR THE UNION



Kevin E. Boyle, Jr.
UPSEU President

Dated: 1/8/24



Robert Dunn
Unit President

Dated: 1/19/2024

APPENDIX A

HEALTH INSURANCE



A Great Opportunity for Very Valuable Healthcare Coverage

Welcome to the Connecticut (CT) Partnership Plan—a low-/no-deductible Point of Service (POS) plan now available to you (and your eligible dependents up to age 26) and other non-state public employees who work for municipalities, boards of education, quasi-public agencies, and public libraries.

The CT Partnership Plan is the same Expanded Access plan currently offered to State of Connecticut employees. You get the same great healthcare benefits that state employees get, including \$15 in-network office visits (average actual cost in CT: \$150*), free preventive care, and \$5 or \$10 generic drug copays for your maintenance drugs. You can see any provider (e.g., doctors, hospitals, other medical facilities) you want—in- or out-of network. But, when you see in-network providers, you pay less. That's because they contract with Anthem Blue Cross and Blue Shield (Anthem)—the plan's administrator—to charge lower rates for their services. You have access to Anthem's State Bluecare POS network in Connecticut, and access to doctors and hospitals across the country through the BlueCard® program.

When you join the CT Partnership Plan, the state's Health Enhancement Program (HEP) is included. HEP encourages you to get preventive care screenings, routine wellness visits, and chronic disease education and counseling. When you remain compliant with the specific HEP requirements on page 5, you get to keep the financial incentives of the HEP program!

Look inside for a summary of medical benefits, and or visit osc.ct.gov/ctpartner.

*Source: Healthcare Bluebook: healthcarebluebook.com

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Preventive Care (including adult and well-child exams and immunizations, routine gynecologist visits, mammograms, colonoscopy)	\$0	20% of allowable UCR* charges
Annual Deductible (amount you pay before the Plan starts paying benefits)	Individual: \$350 Family: \$350 per member (\$1,400 maximum) <i>Waived for HEP-compliant members</i>	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay after you meet the Plan's annual deductible)	Not applicable	20% of allowable UCR* charges
Annual Out-of-Pocket Maximum (amount you pay before the Plan pays 100% of allowable/UCR* charges)	Individual: \$2,000 Family: 4,000	Individual: \$2,300 (includes deductible) Family: \$4,900 (includes deductible)
Primary Care Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Specialist Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Urgent Care & Walk-In Center Visits	\$15 copay	20% of allowable UCR* charges
Acupuncture (20 visits per year)	\$15 copay	20% of allowable UCR* charges
Chiropractic Care	\$0 copay	20% of allowable UCR* charges
Diagnostic Labs and X-Rays ¹ ** High Cost Testing (MRI, CAT, etc.)	\$0 copay (your doctor will need to get prior authorization for high-cost testing)	20% of allowable UCR* charges (you will need to get prior authorization for high-cost testing)
Durable Medical Equipment	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)

¹ IN NETWORK: Within your carrier's immediate service area, no co-pay for preferred facility. 20% cost share at non-preferred facility.
Outside your carrier's immediate service area: no co-pay.

¹ OUT OF NETWORK: Within your carrier's immediate service area, deductible plus 40% coinsurance.
Outside of carrier's immediate service area: deductible plus 20% coinsurance.

(continued on next page) 2

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Emergency Room Care	\$250 copay (waived if admitted)	\$250 copay (waived if admitted)
Eye Exam (one per year)	\$15 copay	50% of allowable UCR* charges
**Infertility (based on medical necessity)		
Office Visit	\$15 copay	20% of allowable UCR* charges
Outpatient or Inpatient Hospital Care	\$0	20% of allowable UCR* charges
**Inpatient Hospital Stay	\$0	20% of allowable UCR* charges
Mental Healthcare/Substance Abuse Treatment		
**Inpatient	\$0	20% of allowable UCR* charges (you may need to get prior authorization)
Outpatient	\$15 copay	20% of allowable UCR* charges
Nutritional Counseling (Maximum of 3 visits per Covered Person per Calendar Year)	\$0	20% of allowable UCR* charges
**Outpatient Surgery	\$0	20% of allowable UCR* charges
**Physical/Occupational Therapy	\$0	20% of allowable UCR* charges, up to 60 inpatient days and 30 outpatient days per condition per year
Foot Orthotics	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)
Speech therapy: Covered for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx	\$0	Deductible plus Coinsurance (30 visits per Calendar Year)
Medically necessary treatment resulting from other causes is subject to Prior Authorization	\$0 (30 visits per Covered Person per Calendar Year)	Deductible plus Coinsurance (30 visits per Calendar Year)

*Usual, Customary and Reasonable. You pay 20% coinsurance based on UCR, plus you pay 100% of amount provider bills you over UCR.

** Prior authorization required: If you use in-network providers, your provider is responsible for obtaining prior authorization from Anthem. If you use out-of-network providers, you are responsible for obtaining prior authorization from Anthem.

When you need information about your benefits...

CareCompass.CT.gov is your one-stop shop for benefits and general information on your coverage. Click Partnership to view medical, dental, pharmacy and vision benefit information.

- Access your personalized benefits portal at **carecompass.quantum-health.com**, or by clicking Sign In on the Care Compass home page
- To view forms, visit **CareCompass.CT.gov/forms**, or click the Forms button at the bottom of the Care Compass home page.

When you need benefits support...

You and any enrolled dependents can speak with a personal Care Coordinator (833-740-3258) for help understanding your benefits, finding a doctor, and dealing with the complexities of health care. Quantum Health makes it easier for you to navigate your benefits and access the right care for you by coordinating with your medical, pharmacy, and dental member service teams. Chat with a Care Coordinator 8:30 a.m. – 10 p.m., Monday – Friday, at 833-740-3258, or send a message through your secure portal.

Earn Incentives

If you select a Provider of Distinction for a qualifying procedure, you can earn a cash reward!

Visit **CareCompass.CT.gov/providersofdistinction** to search by procedure, provider or facility, or call 833-740-3258 to speak with a personal Care Coordinator.

Doctors, hospitals and provider groups that meet the highest patient care standards are designated "Providers of Distinction." Providers of Distinction members will coordinate your care throughout your entire treatment process, from evaluation through recovery. The best providers within this program are identified as Centers of Excellence.

To view a full list of procedures and incentives, visit **CareCompass.CT.gov/providersofdistinction/incentives**. **Note:** The amount of the reward varies by procedure and location.

When you need to find the best provider or to find a location for a routine lab test...

Visit **osc.ct.gov/ctpartner** then scroll to **Find Providers**.

You pay nothing—\$0 copay—for lab tests, if you visit a preferred Site of Service provider. To find a Site of Service provider, contact Anthem or **use the Find Care tool**.

When you're injured...

Your health plan has resources to help you through orthopedic injuries, from diagnosis to minor aches and pains, to surgery and recovery.

Get help diagnosing minor or lingering injuries through a virtual visit. Your provider will help create a rehab program you can do at home.

For surgical procedures, find the best providers for the care you need. Learn more at **CareCompass.CT.gov/orthopedics**.

Help Managing and Reversing Diabetes

Get help managing Type 1 or Type 2 Diabetes with Virta Health. Members are connected and supported with access to a diabetes health coach and receive free testing supplies and tips to manage their A1c. In the diabetes reversal program, where members with Type 2 Diabetes can learn to eat their way to better health with personalized nutrition plans and support from medical providers, professional coaches, and digital health tools.

Help Preventing Diabetes

If you have prediabetes, the digital Diabetes Prevention Program offered by Wellspark can help you prevent diabetes by focusing on lifestyle changes.

To learn more about these programs, visit **CareCompass.CT.gov/diabetes**.

Prescription Drugs	Maintenance* (31-to-90-day supply)	Non-Maintenance (up to 30-day supply)	HEP Chronic Conditions
Generic (preferred/non-preferred)**	\$5/\$10	\$5/\$10	\$0
Preferred/Listed Brand Name Drugs	\$25	\$25	\$5
Non-Preferred/Non-Listed Brand Name Drugs	\$40	\$40	\$12.50
Annual Out-of-Pocket Maximum	\$4,600 Individual/\$9,200 Family		

* Initial 30-day supply at retail pharmacy is permitted. Thereafter, 90-day supply is required—through mail-order or at a retail pharmacy participating in the State of Connecticut Maintenance Drug Network.

** Prescriptions are filled automatically with a generic drug if one is available, unless the prescribing physician submits a Coverage Exception Request attesting that the brand name drug is medically necessary.

Preferred and Non-Preferred Brand-Name Drugs

A drug's tier placement is determined by Caremark's Pharmacy and Therapeutics Committee, which reviews tier placement each quarter. If new generics have become available, new clinical studies have been released, new brand-name drugs have become available, etc., the Pharmacy and Therapeutics Committee may change the tier placement of a drug.

If your doctor believes a non-preferred brand-name drug is medically necessary for you, they will need to complete the Coverage Exception Request form (available at www.osc.ct.gov/ctpartner) and fax it to Caremark. If approved, you will pay the preferred brand co-pay amount.

If You Choose a Brand Name When a Generic Is Available

Prescriptions will be automatically filled with a generic drug if one is available, unless your doctor completes Caremark's Coverage Exception Request form and it is approved. (It

is not enough for your doctor to note "dispense as written" on your prescription; a separate form is required.) If you request a brand-name drug over a generic alternative without obtaining a coverage exception, you will pay the generic drug co-pay PLUS the difference in cost between the brand and generic drug.

Mandatory 90-day Supply for Maintenance Medications

If you or your family member takes a maintenance medication, you are required to get your maintenance prescriptions as 90-day fills. You will be able to get your first 30-day fill of that medication at any participating pharmacy. After that your two choices are:

- Receive your medication through the Caremark mail-order pharmacy, or
- Fill your medication at a pharmacy that participates in the State's Maintenance Drug Network (see the list of participating pharmacies on www.osc.ct.gov/ctpartner) and scroll down to Pharmacy under Benefit Summaries.)

The Health Enhancement Program (HEP) is a component of the medical plan and has several important benefits. First, it helps you and your family work with your medical providers to get and stay healthy. Second, it saves you money on your healthcare. Third, it will save money for the Partnership Plan long term by focusing healthcare dollars on prevention.

Health Enhancement Program Requirements

You and your enrolled family members must get age-appropriate wellness exams, early diagnosis screenings (such as colorectal cancer screenings, Pap tests, mammograms, and vision exams). Here are the 2023 HEP Requirements:

PREVENTIVE SCREENINGS	AGE						
	0-5	6-17	18-24	25-29	30-39	40-49	50+
Preventive Visit	1 per year	1 every other year	Every 3 years	Every 3 years	Every 3 years	Every 2 years	Every year
Vision Exam	N/A	N/A	Every 7 years	Every 7 years	Every 7 years	Every 4 years	50-64: Every 3 years 65+: Every 2 years
Dental Cleanings*	N/A	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year
Cholesterol Screening	N/A	N/A	Every 5 years (20+)	Every 5 years	Every 5 years	Every 5 years	Every 5 years
Breast Cancer Screening (Mammogram)	N/A	N/A	N/A	N/A	N/A	1 screening between age 45-49**	As recommended by physician
Cervical Cancer Screening (Pap Smear)	N/A	N/A	Every 3 years (21+)	Every 3 years	Pap smear only every 3 years or Pap and HPV combo screening every 5 years	Pap smear only every 3 years or Pap and HPV combo screening every 5 years	Pap smear only every 3 years or Pap and HPV combo screening every 5 years to age 65
Colorectal Cancer Screening†	N/A	N/A	N/A	N/A	N/A	40-44: N/A 45+: Colonoscopy every 10 years, Annual FIT/FOBT to age 75 or Cologuard screening every 3 years	

* Dental cleanings are required for family members who are participating in a dental plan sponsored by your employer
 ** Or as recommended by your physician
 † NEW: colorectal screening age requirements lowered to 45 years of age for calendar year 2022 as recommended by US Task Force on Preventive Services

For those with a chronic condition, the household must meet all preventive and chronic requirements to be compliant.

To check your Health Enhancement Program compliance status, visit [CareCompass.CT.gov](https://carecompass.ct.gov), then **sign in** or **register** for your Quantum Health benefits portal. To view your status, click the **My Health** tab in your portal.

You can also download the MyQHealth app on the App Store or Google Play.

Additional Requirements for Those With Certain Conditions

If you or any enrolled family member has 1) Diabetes (Type 1 or 2), 2) asthma or COPD, 3) heart disease/heart failure, 4) hyperlipidemia (high cholesterol), or 5) hypertension (high blood pressure), you and/or that family member will be required to participate in a disease education and counseling program for that particular condition. You will receive free office visits and reduced pharmacy copays for treatments related to your condition.

These particular conditions are targeted because they account for a large part of our total healthcare costs and have been shown to respond particularly well to education and counseling programs. By participating in these programs, affected employees and family members will be given additional resources to improve their health.

If You Do Not Comply with the requirements of HEP

If you or any enrolled dependent becomes non-compliant in HEP, your premiums will be \$100 per month higher and you will have an annual \$350 per individual (\$1,400 per family) in-network medical deductible.

Quantum Health is the administrator for the Health Enhancement Program (HEP) and gives you access to your personalized health benefits portal. The HEP participant portal features tips and tools to help you manage your health and your HEP requirements. Login to your personal benefit portal at carecompass.quantum-health.com to:

- View HEP preventive and chronic requirements and download HEP forms
- Check your HEP preventive and chronic compliance status
- Complete your chronic condition education and counseling compliance requirement
- Send a secure message to a Care Coordinator for benefits assistance
- *Connect you to your medical, pharmacy, dental and other healthcare services covered in your plan- with just one login.*

Quantum Health: (833)740-3258, 8:30 a.m.-10 p.m. ET, Mon.-Fri.

Office of the State Comptroller, Healthcare Policy & Benefit Services Division

www.osc.ct.gov/ctpartner
860-702-3560

General benefit questions, Medical, and Health Enhancement Program (HEP)

Quantum Health
CareCompass.CT.gov or login to your benefits portal from Care Compass
833-740-3258

Prescription drug benefits

CVS Caremark
CareCompass.CT.gov/state/pharmacy or login to your benefits portal from Care Compass
1-800-318-2572

Dental and Vision Rider benefits (if applicable)

Cigna
CareCompass.CT.gov/state/pharmacy or login to your benefits portal from Care Compass
1-800-244-6224

For details about specific plan benefits and network providers, contact the insurance carrier. If you have questions about eligibility, enrolling in the plans or payroll deductions, contact your Payroll/Human Resources office.

APPENDIX B
WAGE GRIDS

	7/1/2022			
	2.25%			
	Step 1	Step 2	Step 3	Step 4
Director of Trumbull Library System	\$97,038	\$99,934	\$102,917	\$110,000
Assistant Director Trumbull Library System	\$89,814	\$92,378	\$95,020	\$97,742
Director of Human Services	\$93,035	\$95,612	\$98,264	\$101,000
Tax Assessor	\$93,515	\$96,321	\$99,211	\$102,186
Tax Collector	\$84,625	\$87,091	\$89,631	\$100,000
Director of Nursing	\$90,905	\$93,633	\$96,442	\$99,336
Financial/Accounting Control Analyst	\$85,309	\$87,771	\$90,310	\$92,924
Building Official	\$101,964	\$105,007	\$108,141	\$111,369
Purchasing Agent	\$83,765	\$86,262	\$88,834	\$101,000
Chief Park Ranger	\$79,771	\$82,035	\$84,366	\$86,767
Park Ranger	\$68,206	\$70,013	\$71,871	\$73,785
Recreation Director	\$93,829	\$96,221	\$98,682	\$101,221
Town Engineer	\$122,438	\$126,112	\$129,895	\$133,793
Accounting Manager	\$86,320	\$88,795	\$91,341	\$100,000
Golf Course Superintendent	\$75,156	\$77,410	\$79,734	\$82,124
Assistant Sewer Administrator	\$86,859	\$89,450	\$92,117	\$94,864
Youth Director	\$62,310	\$64,181	\$66,106	\$68,087
Assistant Golf Course Superintendent	\$56,854	\$58,560	\$60,317	\$62,125
Director of Info Technology	\$102,234	\$104,146	\$107,166	\$111,000
Assistant Recreation Director	\$58,927	\$60,635	\$62,393	\$64,203
Assoc Director of Library Info Systems	\$75,478	\$77,726	\$80,044	\$82,427
Land Use Planner	\$94,706	\$97,537	\$100,395	\$103,457
Recreation Program Manager	\$81,016	\$83,483	\$85,752	\$88,021
Assistant Town Engineer	\$97,038	\$99,933	\$102,915	\$105,987

	7/1/2023			
	2.35%			
	Step 1	Step 2	Step 3	Step 4
Director of Trumbull Library System	\$99,318	\$102,282	\$105,336	\$112,585
Assistant Director Trumbull Library System	\$91,925	\$94,549	\$97,253	\$100,039
Director of Human Services	\$95,221	\$97,859	\$100,573	\$103,374
Tax Assessor	\$95,713	\$98,585	\$101,542	\$104,587
Tax Collector	\$86,614	\$89,138	\$91,737	\$102,350
Director of Nursing	\$93,041	\$95,833	\$98,708	\$101,670
Financial/Accounting Control Analyst	\$87,314	\$89,834	\$92,432	\$95,108
Building Official	\$104,360	\$107,475	\$110,682	\$113,986
Purchasing Agent	\$85,733	\$88,289	\$90,922	\$103,374
Chief Park Ranger	\$81,646	\$83,963	\$86,349	\$88,806
Park Ranger	\$69,809	\$71,658	\$73,560	\$75,519
Recreation Director	\$96,034	\$98,482	\$101,001	\$103,600
Town Engineer	\$125,315	\$129,076	\$132,948	\$136,937
Accounting Manager	\$88,349	\$90,882	\$93,488	\$102,350
Golf Course Superintendent	\$76,922	\$79,229	\$81,608	\$84,054
Assistant Sewer Administrator	\$88,900	\$91,552	\$94,282	\$97,093
Youth Director	\$63,774	\$65,689	\$67,659	\$69,687
Assistant Golf Course Superintendent	\$58,190	\$59,936	\$61,734	\$63,585
Director of Info Technology	\$104,636	\$106,593	\$109,684	\$119,750
Assistant Recreation Director	\$60,312	\$62,060	\$63,859	\$65,712
Assoc Director of Library Info Systems	\$77,252	\$79,553	\$81,925	\$84,364
Land Use Planner	\$96,932	\$99,829	\$102,754	\$105,888
Recreation Program Manager	\$82,920	\$85,445	\$87,767	\$90,089
Assistant Town Engineer	\$99,318	\$102,281	\$105,334	\$108,478

	7/1/2024			
	3.00%			
	Step 1	Step 2	Step 3	Step 4
Director of Trumbull Library System	\$102,298	\$105,350	\$108,496	\$115,963
Assistant Director Trumbull Library System	\$94,683	\$97,385	\$100,171	\$103,040
Director of Human Services	\$98,078	\$100,795	\$103,590	\$106,475
Tax Assessor	\$98,584	\$101,543	\$104,588	\$107,725
Tax Collector	\$89,212	\$91,812	\$94,489	\$105,421
Director of Nursing	\$95,832	\$98,708	\$101,669	\$104,720
Financial/Accounting Control Analyst	\$89,933	\$92,529	\$95,205	\$97,961
Building Official	\$107,491	\$110,699	\$114,002	\$117,406
Purchasing Agent	\$88,305	\$90,938	\$93,650	\$106,475
Chief Park Ranger	\$84,095	\$86,482	\$88,939	\$91,470
Park Ranger	\$71,903	\$73,808	\$75,767	\$77,785
Recreation Director	\$98,915	\$101,436	\$104,031	\$106,708
Town Engineer	\$129,074	\$132,948	\$136,936	\$141,045
Accounting Manager	\$90,999	\$93,608	\$96,293	\$105,421
Golf Course Superintendent	\$79,230	\$81,606	\$84,056	\$86,576
Assistant Sewer Administrator	\$91,567	\$94,299	\$97,110	\$100,006
Youth Director	\$65,687	\$67,660	\$69,689	\$71,778
Assistant Golf Course Superintendent	\$59,936	\$61,734	\$63,586	\$65,493
Director of Info Technology	\$107,775	\$109,791	\$112,975	\$123,342
Assistant Recreation Director	\$62,121	\$63,922	\$65,775	\$67,683
Assoc Director of Library Info Systems	\$79,570	\$81,940	\$84,383	\$86,895
Land Use Planner	\$99,840	\$102,824	\$105,837	\$109,065
Recreation Program Manager	\$85,408	\$88,008	\$90,400	\$92,792
Assistant Town Engineer	\$102,298	\$105,349	\$108,494	\$111,732

	7/1/2025			
	2.75%			
	Step 1	Step 2	Step 3	Step 4
Director of Trumbull Library System	\$105,111	\$108,247	\$111,480	\$119,152
Assistant Director Trumbull Library System	\$97,287	\$100,063	\$102,926	\$105,874
Director of Human Services	\$100,775	\$103,567	\$106,439	\$109,403
Tax Assessor	\$101,295	\$104,335	\$107,464	\$110,687
Tax Collector	\$91,665	\$94,337	\$97,087	\$108,320
Director of Nursing	\$98,467	\$101,422	\$104,465	\$107,600
Financial/Accounting Control Analyst	\$92,406	\$95,074	\$97,823	\$100,655
Building Official	\$110,447	\$113,743	\$117,137	\$120,634
Purchasing Agent	\$90,733	\$93,439	\$96,225	\$109,403
Chief Park Ranger	\$86,408	\$88,860	\$91,385	\$93,986
Park Ranger	\$73,880	\$75,838	\$77,851	\$79,924
Recreation Director	\$101,635	\$104,225	\$106,892	\$109,642
Town Engineer	\$132,624	\$136,604	\$140,702	\$144,924
Accounting Manager	\$93,501	\$96,182	\$98,941	\$108,320
Golf Course Superintendent	\$81,409	\$83,850	\$86,368	\$88,956
Assistant Sewer Administrator	\$94,085	\$96,892	\$99,781	\$102,756
Youth Director	\$67,493	\$69,521	\$71,605	\$73,751
Assistant Golf Course Superintendent	\$61,584	\$63,432	\$65,335	\$67,294
Director of Info Technology	\$110,739	\$112,810	\$116,082	\$126,734
Assistant Recreation Director	\$63,829	\$65,680	\$67,584	\$69,545
Assoc Director of Library Info Systems	\$81,758	\$84,193	\$86,704	\$89,285
Land Use Planner	\$102,586	\$105,652	\$108,748	\$112,064
Recreation Program Manager	\$87,757	\$90,428	\$92,886	\$95,344
Assistant Town Engineer	\$105,111	\$108,246	\$111,478	\$114,805

APPENDIX C

1. Assistant Sewer Administrator
2. Building Official
3. Assistant Town Engineer
4. Golf Course Superintendent
5. Town Engineer
6. Land Use Planner