



HARTFORD MUNICIPAL

**HMEA**

EMPLOYEES ASSOCIATION

**AGREEMENT**

**BETWEEN**

**THE CITY OF HARTFORD, CONNECTICUT**

**AND**

**HARTFORD MUNICIPAL EMPLOYEES ASSOCIATION**

July 1, 2007 to June 30, 2013

**INTEGRITY. DEDICATION. UNITY.**



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TABLE OF CONTENTS

	PAGE
PREAMBLE .....	1
ARTICLE I	
RIGHTS & RECOGNITION.....	1
Section 1.1 Recognition.....	1
Section 1.2 Association Security .....	1
Section 1.3 Check-Off .....	2
Section 1.4 Deduction Period .....	2
Section 1.5 Management Rights .....	2
Section 1.6 Prior Rights, Benefits and Privileges.....	3
Section 1.7 No Strike: No Lock-Out.....	3
Section 1.8 No Discrimination.....	3
Section 1.9 Exclusions.....	3
Section 1.10 Supervisory Responsibilities.....	3
Section 1.11 Copies of the Agreement .....	4
ARTICLE II	
GRIEVANCE PROCEDURE.....	4
Section 2.1 .....	4
Section 2.2 .....	5
Section 2.3 .....	6
Section 2.4 .....	6
Section 2.5 Examination and Appointments.....	6
ARTICLE III	
PERSONNEL, PAY AND BENEFITS .....	7
Section 3.1 Laws, Ordinances and the Personnel Rules .....	7
Section 3.2 Classifications and Pay Rates .....	7
Section 3.3 Longevity Payment .....	9
Section 3.4 Insurance.....	9
Section 3.5 Pension Benefits.....	16
Section 3.6 Residency.....	20
Section 3.7 Shift Differential .....	20
Section 3.8 Labor/Management Program .....	21
ARTICLE IV	
HOURS OF WORK, OVERTIME AND FLEXIBLE SCHEDULE .....	21
Section 4.1 Hours of Work .....	21
Section 4.2 Flexible Schedule.....	21
Section 4.3 Overtime Pay .....	23

TABLE OF CONTENTS

	PAGE
ARTICLE V	
HOLIDAYS AND LEAVE .....	23
Section 5.1 Holidays .....	23
Section 5.2 Vacation .....	24
Section 5.3 Sick Leave.....	26
Section 5.4 Compensation for Injuries and Disease .....	30
Section 5.5 Furlough Days.....	30
ARTICLE VI	
GENERAL PROVISIONS .....	31
Section 6.1 Association Activities .....	31
Section 6.2 Classification Plan .....	32
Section 6.3 Seniority List.....	33
Section 6.4 Bulletin Boards .....	33
Section 6.5 Mileage .....	33
Section 6.6 Meal Allowance.....	33
Section 6.7 Probationary Period .....	34
Section 6.8 Safety Shoes.....	34
Section 6.9 Performance Evaluation.....	34
ARTICLE VII	
LAYOFF PROCEDURES .....	35
Section 7.1 Order of Layoff.....	35
Section 7.2 Notice of Layoff.....	35
Section 7.3 Recall from Layoff.....	36
ARTICLE VIII	
COVENANTS .....	36
Section 8.1 Saving Clause.....	36
Section 8.2 Effective Dates.....	36
Section 8.3 Duration .....	36
Section 8.4 Entire Agreement.....	37
APPENDIX A – Classification Plan and Pay Rates .....	38
APPENDIX B – Medical Benefits at a Glance.....	62
APPENDIX C – Dental Benefits at a Glance .....	66
APPENDIX D – Hartford Police Union Re-Enrollment MOU .....	71
APPENDIX E – Performance Evaluation Form.....	72
APPENDIX F – Illustration of Pension Provision.....	76

**PREAMBLE**

The following Agreement between the City of Hartford, Connecticut, hereinafter referred to as the City, and the Hartford Municipal Employees Association, hereinafter referred to as the Association, is recorded in written form to meet the requirements as set forth in Section 7-470 (c) in the Municipal Employee Relations Act of the General Statutes of the State of Connecticut. This Agreement is designed to provide for an equitable procedure for the resolution of differences in accordance with the grievance procedure specified herein, in order to promote a cooperative relationship between the Association and the City.

**ARTICLE I  
RIGHTS AND RECOGNITION**

**Section 1.1 RECOGNITION**

The City recognizes the Hartford Municipal Employees Association as the sole and exclusive bargaining agent pursuant to the certification issued by the Connecticut State Board of Labor Relations on March 14, 1980 (ME 5863), November 16, 1981 (ME 6705), January 11, 1982 (ME 6561), May 6, 1982 (ME 7089), May 6, 1982 (ME 7090), March 28, 1984 (ME 8344), January 20, 1984 (ME 8350), February 29, 1988 (ME 10,605), October 16, 1987 (ME 10,827), May 28, 1993 (ME 15,408), September 13, 1993 (ME 15,029), November 19, 1993 (ME 15,873), November 19, 1993 (ME 15,915), July 13, 1994 (ME 15,916), July 13, 1994 (ME 15,917), May 17, 1994 (ME 16,247), December 27, 1994 (ME 16,745), February 14, 1995 (ME 16,888) and those classes listed in Appendix A which were mutually agreed to by the Association and the City through amendment to the Agreement for the purposes of collective bargaining under the provisions of Public Act 159. The Association recognizes the Mayor and/or his or her designated representative(s) as the sole and exclusive representative(s) of the City, for the purposes of collective bargaining, on matters of wages, hours and other conditions of employment under the Municipal Employee Relations Act.

**Section 1.2 ASSOCIATION SECURITY**

All employees in the bargaining unit who are Association members on the effective date of this Agreement shall, as a condition of continued employment, remain members to the extent of paying dues uniformly required of all members for the duration of this Agreement.

All employees in the bargaining unit who are not Association members on the effective date of this Agreement shall pay, as a condition of continued employment, to the Association a service charge as a contribution toward the cost of administration of this Agreement. All new employees to the bargaining unit must, as a condition of continued employment, either; (1) join the Association to the extent of paying an initiation fee (if assessed) and any dues uniformly required of all members for the duration of this Agreement or (2) pay to the Association a service charge as a contribution toward the cost of administration of this Agreement. However, no new

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employee to the bargaining unit will be required to comply with this Section until the first of the full month following the initial thirty (30) days of employment.

On a monthly basis, the Human Resources Department will provide the Association President with a listing of all employees entering or leaving the bargaining unit.

The Association agrees to indemnify and hold harmless the City from any loss or damages arising from the operation of this Section.

**Section 1.3 CHECK-OFF**

The City agrees to deduct from the pay of all employees covered by this Agreement, who authorize in writing such deduction from their wages, such membership dues, initiation and service fees as may be uniformly assessed by the Association. Neither any bargaining unit member nor the Association shall have any claim against the City for errors in the processing of deductions unless a claim of error is made in writing to the City within sixty (60) calendar days after the date such deductions were or should have been made. The obligation of the City for funds actually deducted under this Section terminates upon delivery of the deductions so made to the person authorized to receive such amounts from the City.

The Association agrees to indemnify and hold harmless the City for any loss or damages arising from the operation of this Section.

**Section 1.4 DEDUCTION PERIOD**

Deductions for union dues shall be made and remitted to the Association, together with a list of names of employees from whose wages such deductions have been made.

**Section 1.5 MANAGEMENT RIGHTS**

Except as specifically abridged or modified by any provision of this Agreement, the City, acting through its departments and agencies, will continue to have, whether exercised or not, all of the rights, powers and authority heretofore existing, including but not limited to the following: determine the standards of services to be offered by its departments and agencies; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; issue rules and regulations; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the City's operations are to be conducted; determine the content of job classifications; establish and revise or discontinue policies, programs and procedures to meet changing conditions and to better serve the needs of the public; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. The above rights, responsibilities and prerogatives are inherent in the Court of Common Council and the Mayor by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceedings except as specifically provided for in this Agreement.

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**Section 1.6 PRIOR RIGHTS, BENEFITS AND PRIVILEGES**

Nothing in this Agreement shall be construed as abridging any right, benefit, or privilege that bargaining unit members have enjoyed heretofore, provided such right, benefit or privilege is not superseded by the terms of this Agreement.

**Section 1.7 NO STRIKE: NO LOCK-OUT**

The Association agrees that it will not call or support any strike, work stoppage, or work slowdown. The City agrees that it will not lock out any bargaining unit member at any time.

**Section 1.8 NO DISCRIMINATION**

The provisions of the Agreement shall be applied equally to all bargaining unit members without discrimination because of race, religion, color, creed, age, sex, marital status, national origin, political affiliation, union membership, residence, physical or mental disability or sexual orientation. However, the City retains all defenses to discrimination claims based on physical or mental disability provided by federal and state statutes, regulations and judicial decisions.

**Section 1.9 EXCLUSIONS**

Part-time, seasonal and temporary employees are excluded from this Agreement; provided, however, that part-time employees in classifications listed in Appendix A are included in the Agreement only to the extent that such employees will be paid in accordance with Appendix A of this Agreement on an hourly basis and provided further that effective July 1, 1992 those part-time employees who worked at least 1040 hours (for a regular 40 hour per week position) in the previous fiscal year will be credited with ten (10) half days of vacation and five (5) half days of holiday pay. Said part-time employees shall have the right to grieve any violation of this Section under the grievance procedures in the contract.

**Section 1.10 SUPERVISORY RESPONSIBILITIES**

The City and the Association recognize that the positions occupied by the members of the Hartford Municipal Employees Association, are and have always been essentially management positions. The Association agrees that the designation of these positions within a bargaining unit has not altered the responsibilities of bargaining unit members to advocate management's functions. The responsibilities shall be apparent both in Association member's supervision and direction of subordinate employees and in their attention to the City's mission of serving the residents of Hartford. The Association is obligated to ensure that its members, as part of management, actively support the efforts of the City administration to maintain essential City services and to work to minimize the critical hardships that may otherwise befall the City's residents.

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### Section 1.11 COPIES OF THE AGREEMENT

As soon as practicable after the signing of this Agreement, the City shall provide the Association with copies of the Agreement to distribute to each bargaining unit member and fifty (50) additional copies to the Association President. The City shall supply a copy of this Agreement to each new hire in the bargaining unit during the term of this Agreement. Enough copies to cover the foregoing distribution plus two hundred and fifty (250) copies for the City shall be printed in booklet form by a union printer and the cost thereof shared equally by the parties. In either event, payment shall be due from the Association within thirty (30) days of receipt of a bill from the City for the Association's share of the cost. The Association shall be entitled to verification of said cost.

## ARTICLE II GRIEVANCE PROCEDURE

### Section 2.1

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, unless specifically excluded by this Agreement, shall be settled in the following manner:

Step 1. The aggrieved employee, who may be represented by a representative of the Association, shall present the facts to his or her immediate supervisor within ten (10) working days of the date on which the grievance or dispute arose. The supervisor shall render his or her decision to the employee and the Association representative within ten (10) working days from the day the grievance was presented.

Step 2. If the grievance is not resolved in Step 1, the employee or Association representative shall reduce the grievance to writing and present it within ten (10) working days to the department head. It shall include:

1. A statement of the grievance and the facts involved; and
2. The alleged violation of the specific provision of this Agreement; and
3. The remedy requested.

The department head or his or her designee shall arrange a meeting with all parties concerned present, to review the facts and shall notify the employee and the Association representative of his or her decision in writing within ten (10) working days from the day the grievance was submitted to him or her.

Step 3. If the grievance is not resolved in Step 2, the employee or the Association representative shall present it to the Director of Human Resources and Labor Relations or his or her designee within ten (10) working days after the decision of the department head is received. If requested by the employee or the Association, or if he or she so determines, the Director of Human Resources and Labor Relations or his or her designee shall meet informally with the

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interested parties no later than ten (10) working days after the receipt of the grievance, and, in any case, shall render his or her decision in writing within fifteen (15) working days of receipt of the grievance.

Step 4. If the Association is not satisfied with the decision rendered in Step 3, it shall notify the Director of Human Resources and Labor Relations in writing within ten (10) working days after receipt of the decision that it intends to submit the grievance to arbitration; and shall simultaneously file notice of appeal with the State Board of Mediation and Arbitration, which shall act on such request in accordance with its rules and procedures. Said board shall be limited to the expressed terms of the contract and shall not have the power to modify, amend or delete any terms or provisions of the Agreement or render a decision contrary to law. The decision of the Board shall be final and binding. Failure of either party to insist upon compliance with any provision of this Agreement at any given time or times under any given set or sets of circumstances shall not operate to waive or modify such provisions, or in any manner whatsoever to render it unenforceable, as to any other time or times or as to any other occurrence or occurrences, whether the circumstances are, or are not, the same.

Nothing in this Article is intended to prohibit the City from processing a grievance through the grievance procedure up to and including arbitration. Any such grievance shall be submitted first to the Association President. If not satisfactorily resolved within two (2) weeks of its submission, the City may submit the grievance to the State Board of Mediation and Arbitration.

The Association or the City may bring one (1) case per year to the American Arbitration Association rather than to the State Board of Mediation and Arbitration. The charges of the American Arbitration Association, including the arbitrator, shall be shared equally between the Association and the City. Upon mutual agreement, additional cases may be brought to the American Arbitration Association.

It is agreed that if the City fails to respond to the Association within the above prescribed time schedules for any step in the grievance process, the Association shall be permitted to automatically move onto the next grievance step; provided, however, that this provision will not apply to a given step when the time limits have been mutually waived by the Union and the City at that step in the procedure.

### Section 2.2

In order to avoid the necessity of processing at one time numerous grievances originating with the same event, the Association may file a single grievance at the appropriate step. When this occurs, all other grievances, on the same event shall be held in abeyance, and the Association grievance shall be processed as a precedent.

When such grievance is resolved, the parties shall, within four (4) weeks of the date the precedent grievance is resolved, review the other grievances that were held in abeyance in an effort to resolve them.

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If any grievance cannot be settled on the basis of the precedent grievance, it shall be processed in accordance with the grievance procedure, and once more in accordance with the time limitations established in this Agreement and as if initiated in a timely fashion.

**Section 2.3**

The City shall notify the Association within five (5) working days following the filing of a grievance at Step 2 or Step 3 by any bargaining unit member when the submitted written grievance does not carry the signature of an Association official.

**Section 2.4**

Grievances involving discharge, suspension or demotion shall be processed at Step 3 of the grievance procedure and may be submitted thereafter to arbitration in accordance with the provision of Step 4 of the grievance procedure. No employee may be reprimanded, suspended, demoted or discharged except for just cause.

An employee serving a probationary period as the result of a promotion will not have access to the grievance procedure in the case of demotion during the term of the probationary period.

An employee serving an initial probationary period as a City employee will not have access to the grievance procedure in the case of suspension, demotion or termination during the term of the probationary period.

**Section 2.5 EXAMINATION AND APPOINTMENTS**

It is understood and agreed that no entry level or promotional examination (including medical examination), eligibility list, certification list or any other activity related to the hiring, promotion and/or appointment of employees as authorized by the City of Hartford Personnel Rules and Regulations in effect on December 27, 1993 and as conducted by designated members of the Human Resources Department or by department heads or their designees will be subject to the provisions of this Article.

It is also understood that the provisions of this Section do not constitute a waiver of either parties' rights under the Municipal Employee Relations Act.

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**ARTICLE III  
PERSONNEL, PAY AND BENEFITS**

**Section 3.1 LAWS, ORDINANCES AND THE PERSONNEL RULES**

The City and the Association shall recognize and adhere to all provisions of the Federal, State and City laws and ordinances which are in effect on the date this Agreement is ratified by the Association and which are not otherwise specifically superseded by the terms of this Agreement.

Further, the City and the Association shall recognize and adhere to all provisions of the City of Hartford Personnel Rules and Regulations in effect as of December 27, 1993 which apply to collective bargaining matters and which apply to bargaining unit members and which are not otherwise superseded by the terms of this Agreement.

No change in the City of Hartford Personnel Rules and Regulations in effect on December 27, 1993, which constitute a major or substantial change in conditions of employment (as defined by the State Board of Labor Relations), shall apply to members of this bargaining unit without prior negotiations, if requested by the Association.

A copy of the City of Hartford Personnel Rules and Regulations shall be given to all officers and area representatives of the Association upon request. The January preceding the contract expiration date, a copy of the current City of Hartford Rules and Regulations will be provided to the Association President. The Association President will receive a copy of any proposed change in the City of Hartford Personnel Rules and Regulations prior to the public hearing on any such proposed change.

**Section 3.2 CLASSIFICATIONS AND PAY RATES**

The pay rates and pay ranges for job classifications in the bargaining unit shall be as described in Appendix A.

All bargaining unit members shall be paid on a bi-weekly schedule. All payroll deductions will also be made on a bi-weekly basis.

Effective and retroactive to July 1, 2007, the salaries in effect on June 30, 2007 shall be increased by three and one-quarter percent (3.25%). However, such retroactive salary increase shall be paid only to bargaining unit members who were actively employed by the City as of June 9, 2008. For purposes of this paragraph, a bargaining unit member is not considered to be "actively employed" if the bargaining unit member's last day worked with the City, excluding any vacation run-out, is before June 9, 2008.

Effective July 6, 2008, the salaries in effect on July 5, 2008 shall be increased by two percent (2%) and all salaries from this point forward shall be rounded to the nearest penny (.01).

Effective January 4, 2009, the salaries in effect on January 3, 2009 shall be increased by one and one-half percent (1.5%).

Effective July 1, 2009, the salary rates in effect on June 30, 2009 will remain in effect through July 3, 2010.

In addition, there will be no growth (step) movement for any bargaining unit member during Fiscal Year 2009-10 (7/1/09 thru 6/30/10). Regular growth (step) eligibility will resume for all bargaining unit members during Fiscal Year 2010-11 (7/1/10 thru 6/30/11).

Effective July 4, 2010, the salary rates in effect on July 3, 2010 will be increased by three percent (3%). These salary rates will remain in effect from July 4, 2010 through July 2, 2011.

Effective July 3, 2011, the salary rates in effect on July 2, 2011 will be increased by two percent (2%). These salary rates will remain in effect from July 3, 2011 through July 2, 2012.

Effective July 1, 2012, the salary rates in effect on June 30, 2012 will be increased by two percent (2%). These salary rates will remain in effect from July 1, 2012 through January 5, 2013.

Effective January 6, 2013, the salary rates in effect on January 5, 2013 will be increased by one percent (1%). These salary rates will remain in effect from January 6, 2013 through June 30, 2013.

A bargaining unit member who retires on or after June 9, 2008 as a HMEA bargaining unit member, shall receive a one-time lump sum payment of twelve hundred dollars (\$1,200) provided the following conditions are met:

1. The bargaining unit member must have been on the active City payroll as a bargaining unit member as of July 1, 2007; and
2. The bargaining unit member must have been on the active City payroll as of June 9, 2008; and
3. The bargaining unit member's last day worked must have been on or after May 27, 2008.

For purposes of the \$1,200 lump sum payment, a bargaining unit member is considered to be on the "active City payroll" until the first regular pay period after the bargaining unit member's last day worked.

### Section 3.3 LONGEVITY PAYMENT

Longevity payments to all full-time bargaining unit members (excluding temporary, seasonal, part-time and per diem employees) shall be based on the following scale:

<u>Aggregate Years of Service</u>	<u>Total Annual Longevity Payment</u>
Six (6) years but less than ten (10) years	\$125
Ten (10) years but less than fifteen (15) years	\$175
Fifteen (15) years but less than twenty (20) years	\$250
Twenty (20) years or more	\$350

Time spent in the armed forces of the United States (i.e., Army, Navy, Air Force, Marine Corps and the Coast Guard) while on leave from the City, shall be included in determining the number of aggregate years of service.

The date used to determine eligibility for longevity payment shall be July 1 of each and every year; provided, however, that the annual earned longevity payment shall be due and payable in one (1) lump sum payment on December 1 of each and every year only to those bargaining unit members who are in active service on said December 1 and to those bargaining unit members who are retired or laid off in the period between the determination of their eligibility on July 1 and the date of payment on December 1.

Said longevity payments shall not affect the annual increment to which a bargaining unit member is entitled but are compensation for continued and faithful service to the City.

Any employee who becomes a bargaining unit member after June 9, 2008 shall not be eligible to receive longevity payments.

Effective July 1, 2010, and each fiscal year thereafter, bargaining unit members eligible for longevity payment on July 1 with a gross salary on July 1 greater than or equal to sixty thousand dollars (\$60,000), shall not be eligible to receive any longevity payment as outlined in said Section.

### Section 3.4 INSURANCE

Bargaining unit members who are eligible or who become eligible for insurance coverage shall be provided the following coverage:

1. Medical Insurance. The City will pay the costs of covering each eligible bargaining unit member and each bargaining unit member's eligible enrolled dependents under the preferred provider medical insurance plan in effect on July 1, 2001 or an alternative plan as provided below.

Effective upon issuance of the arbitration award in SBMA Case No. 2002-MBA-47, the medical insurance plan shall not cover laser eye surgery.

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Effective July 1, 2008, the City shall provide medical benefits for each eligible full-time bargaining unit member and his or her eligible dependents as detailed in Appendix B, Medical Benefits at a Glance.

Should the City want to make available a strictly optional Health Savings Account (HSA) as a funding vehicle for employee medical and dental insurance benefits, the City will negotiate the terms and conditions of such HSA subject to mediation and interest arbitration.

2. **Full Dental Plan.** The City will pay the cost of covering each bargaining unit member and each bargaining unit member's enrolled dependents under the full dental plan and riders in effect on July 1, 2001 or an alternative plan as provided below.

The City will make available to each bargaining unit member and each bargaining unit member's enrolled dependents the Dental Rider C in effect on July 1, 2001 or an alternative rider as provided below. The cost of this dental rider will be entirely borne by the bargaining unit member through payroll deduction.

Effective July 1, 2008, the City's Full Dental Plan consists of the following dental benefits, as detailed in Appendix C, Dental Benefits at a Glance:

- a. *Diagnostic, preventive and restorative care.* The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents.
- b. *Additional basic benefits.* The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents.
- c. *Orthodontics benefits.* The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents. However, orthodontics benefits are only available for a bargaining unit member or eligible dependent under the age of nineteen (19).
- d. *Periodontics benefits.* The cost of providing such coverage to each bargaining unit member and his or her eligible dependents shall be paid entirely by the bargaining unit member through payroll deduction.
- e. *Prosthodontics benefits.* The cost of providing such coverage to each bargaining unit member and his or her eligible dependents shall be paid entirely by the bargaining unit member through payroll deduction.

The above dental benefits (a. through e.) cannot be provided separately. In addition, in order to enroll in the City's dental plan, the bargaining unit member and his or her eligible dependents must be enrolled in one (1) of the City's medical insurance plans.

Except as indicated in a. through e. above, for purposes of medical and dental insurance coverage, an eligible dependent child shall receive coverage until: (1) the child marries or attains the age of twenty-five (25), or (2) as required under the Connecticut State Law, whichever provides greater eligibility.

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3. **Duplicate Coverage Prohibition.** The above insurance coverage will be provided to each full-time bargaining unit member and his or her eligible dependents; provided, however, that when the spouse or civil union partner of a bargaining unit member is also an employee of the City or Board of Education, insurance coverage will be provided under a single plan. The bargaining unit member may elect the insurance coverage provided in this Agreement or the insurance coverage provided to his or her spouse or civil union partner, but in no case will duplicate insurance coverage be provided.

4. **Alternate Insurance Payment Provision.** A bargaining unit member who is covered under alternate medical insurance through another employer (e.g. spouse) may waive his or her basic medical insurance benefits provided by the City for a minimum period of one (1) year. Bargaining unit members who opt not to accept medical insurance under one of the City's medical insurance plans shall be compensated on a fiscal year basis as outlined in the Alternate Insurance Payment Schedule below. Such payment (subject to regular payroll deductions) shall be paid at the end of the fiscal year during which the bargaining unit member was not covered by the City's medical insurance. Except as indicated below, any bargaining unit member choosing this option shall only be able to opt in or out during the City's open enrollment period.

**Alternate Insurance Payment Schedule:**

Single	\$ 250
2-Person	\$ 500
Family	\$1,000

Any bargaining unit member who subsequently becomes ineligible under some alternate medical insurance coverage during the one (1) year period shall be entitled to re-enroll under the City's medical insurance provisions provided that the City's Benefits Administrator is notified in writing, by the bargaining unit member. No proof of insurability shall be required.

If a bargaining unit member re-enrolls in one (1) of the City's medical insurance plans before the expiration of the one (1) year period, he or she shall receive a pro-rated amount for any full month that he or she has not received medical insurance from the City; provided, however, that a minimum participation of six (6) full months in the Alternate Insurance Payment program is required.

Any bargaining unit member choosing not to accept medical insurance under one (1) of the City's medical insurance plans shall be required to sign a waiver of City insurance and submit proof of alternate medical insurance coverage to the City's Benefits Administrator.

The Alternate Insurance Payment Provision is not applicable to bargaining unit members whose lawful spouse or civil union partner is also an employee of the City or Board of Education.

Any bargaining unit member who waives his or her medical insurance coverage under the Alternate Insurance Payment Provision shall not be eligible for dental insurance coverage as outlined in Subsection 2. above.

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5. **Employee Contributions.** Effective July 1, 2007, each full-time bargaining unit member shall contribute, via payroll deduction, fourteen percent (14%) of the allocation rate as determined by the City's insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Effective July 1, 2008 through June 30, 2010, each full-time bargaining unit member shall contribute, via payroll deduction, fifteen percent (15%) of the allocation rate as determined by the City's insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Effective July 1, 2010, each full-time bargaining unit member shall contribute, via payroll deduction, sixteen percent (16%) of the allocation rate as determined by the City's insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Payroll deductions for health insurance premium contributions shall be made pursuant to the provision of Section 125 of the Internal Revenue Code.

The allocation rate as determined by the City's insurance carrier shall be based on the claims experience of the bargaining unit. Effective July 1, 2008 and each year thereafter, the allocation rate as determined by the City's insurance carrier shall be based on the claims experience of the City, including active and retired employees.

Effective July 1, 2005 and thereafter, bargaining unit member contributions for medical insurance for each fiscal year following said effective date shall not exceed one hundred twenty-five percent (125%) of the previous year's contribution.

6. **Group Life Insurance.** The City will pay the cost of group life insurance for all bargaining unit members enrolled in such plan or who thereafter enroll in such plan according to present terms, which terms include longevity pay, if applicable, in determining the amount of insurance for which each bargaining unit member is eligible.

Each full-time active bargaining unit member shall receive Group Life and Accidental Death and Dismemberment insurance at one and one-half times (1.5x) the bargaining unit member's current salary up to a maximum of fifty thousand dollars (\$50,000). Effective June 9, 2008, each full-time active bargaining unit member shall receive Group Life and Accidental Death and Dismemberment insurance at one and one-half times (1.5x) the bargaining unit member's current salary up to a maximum of seventy-five thousand dollars (\$75,000).

A bargaining unit member shall have the right to change the beneficiary designation for the Group Life Insurance benefits without penalty at any time.

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7. **Effective Date of Coverage.** All insurance coverage shall become effective as follows:

a. For a full-time bargaining unit member employed in the first twenty (20) days of the month, insurance coverage will become effective on the first of the month following one (1) complete month of service.

b. For a full-time bargaining unit member employed after the 20th of the month, insurance coverage will become effective on the first of the month following two (2) complete months of service.

8. **Survivor's Insurance.** The City will continue to allow eligible survivors of an active bargaining unit member or retiree to purchase group medical and dental insurance coverage under the plan(s) provided for active bargaining unit members by pension deduction if available, otherwise by check, at the rates payable for employees who are included in the City's group plan. This benefit shall apply only to a surviving spouse and/or those eligible dependent children who were covered by the City's group insurance at the time of the bargaining unit member's or retiree's death and shall be available until the spouse dies, remarries, or attains age sixty-five (65). In the case of dependent children, this benefit shall be available until: (1) the child marries or attains the age of twenty-five (25) or (2) as required under the Connecticut State Law, whichever provides greater eligibility.

9. **Insurance Benefits for Retirees.**

**Retirements Prior to July 1, 2007.**

Full-time bargaining unit members who retire prior to July 1, 2007 shall be eligible for medical and dental insurance coverage to the extent provided for in the collective bargaining agreement controlling as of the date of his or her retirement.

**Retirements On or after July 1, 2007.**

a. *Members of the bargaining unit before June 9, 2008.* Full-time employees who were members of the bargaining unit before June 9, 2008 and who retire on or after July 1, 2007 shall be eligible for medical and dental insurance coverage to the extent provided below:

(i) For bargaining unit members who are in the Municipal Employees Retirement Fund and who have at least twenty-five (25) years of service and are at least fifty-five (55) years of age at the time of retirement, or who have twenty (20) or more years of service regardless of age if the bargaining unit member's initial date of hire is before July 1, 2003, the City shall provide the retiree with the option to purchase, through pension deduction, the medical and dental package in effect at their date of retirement, including any dependent insurance coverage. If the retiree elects to purchase medical and dental coverage, the retiree shall pay one hundred percent (100%) of the cost of the medical and dental insurance package at the group rate in effect at that time for single, 2-person or family

coverage, and the City shall contribute fifty dollars (\$50.00) per month toward the cost of such insurance until said retiree reaches age sixty-two (62). Thereafter, beginning the first of the month following the retiree's sixty-second birthday, the City shall pay the full cost of City medical insurance coverage (but not dental insurance) until the retiree reaches age sixty-five (65).

Bargaining unit members who are in the Municipal Employees Retirement Fund and who are at least fifty-five (55) years of age and have at least twenty-five (25) years of service at the time of retirement, or who have twenty (20) or more years of service regardless of age if the bargaining unit member's initial date of hire is before July 1, 2003, and who wish to withdraw from the City medical and dental insurance coverage available to them under this subparagraph (i), may re-enroll at any time thereafter up to age sixty-four (64) years and six (6) months in the City medical and dental insurance plan available at the date of re-enrollment provided the retiree submits evidence of insurability for themselves and any qualified dependent(s) and are found insurable by the insurance carriers.

Such retirees who re-enroll prior to age sixty-two (62) shall be required to pay one hundred percent (100%) of the cost of the medical and dental insurance package at the group rate in effect at that time for single, 2-person or family coverage from the date of re-enrollment to age sixty-two (62). At age sixty-two (62), the cost of the medical insurance plan (but not dental) will be paid by the City as provided above.

(ii) Bargaining unit members who do not meet the requirements referenced above in subparagraph (i), shall not be eligible for the fifty dollars (\$50.00) monthly payment as defined in subparagraph (i), above. However, such bargaining unit members shall be eligible to purchase retiree medical and dental insurance coverage at one hundred percent (100%) of the cost of the medical and dental insurance package at the group rate in effect at that time for single, 2-person or family coverage.

(iii) Retirees will only be eligible for the City's dental plan if the retiree and his or her eligible dependents are enrolled in one (1) of the City's medical insurance plans.

b. *Members of the bargaining unit on or after June 9, 2008.* Bargaining unit members hired into the bargaining unit on or after June 9, 2008 shall not be eligible to receive or purchase any retiree medical or dental insurance coverage as provided in Section 3.4.

c. *Retiree Group Life Insurance.* Group Life Insurance for eligible retirees who have retired on or after July 1, 1988 and prior to June 9, 2008 will be nine thousand dollars (\$9,000). Group Life Insurance for eligible bargaining unit members who retire on or after June 9, 2008 will be twelve thousand dollars (\$12,000).

A retiree shall have the right to change the beneficiary designation for the Group Life Insurance benefits without penalty at any time.

10. *Alternative Medical and Dental Insurance Plans.* The City reserves the right to substitute alternative medical and dental insurance plans; provided, however, that any substitute plan will offer essentially the same level of benefits and services and provided further that it is not the City's intent to substitute a plan or plans which restrict the bargaining unit member's right to choose his or her provider of medical services.

11. *Day Care Physical Examinations.* When Day Care bargaining unit members are required to undergo a mandatory physical examination as required for State Certification, such mandatory physical examination will be provided as follows:

a. When practicable, the physical examination shall be scheduled and conducted during the bargaining unit member's regular work day; and

b. The maximum amount of paid City time allotted for the bargaining unit member's physical examination shall be two (2) hours; and

c. Such physical examinations may be provided through the City's occupational health provider or a medical provider of the bargaining unit member's own choosing. However, if such medical provider is outside of the City's insurance carrier network, the bargaining unit member shall be responsible for paying the full cost of the physical examination.

12. *Long-Term Disability.* Effective July 1, 1992, the City shall make available the same Long-Term Disability Plan currently applicable to non-bargaining unit employees, provided participating bargaining unit members: (a) pay the full cost of such coverage by payroll deduction, and (b) meet any individual and collective eligibility requirements imposed by the carrier.

13. *Health, Maintenance Organizations (HMO) Option.* The City and the Association agree that qualified HMOs may be offered to bargaining unit members and retirees on an individual option basis as such plans become available as an alternative to the medical insurance coverage set forth in Subsection 1. above or other substituted plan coverage that the City may choose. Bargaining unit members shall contribute toward the cost of any HMO coverage at the same level as for other medical insurance plans as set forth in Subsection 5. above. In addition, a bargaining unit member who enrolls in such a plan will pay, by payroll deduction, any and all costs for the selected HMO which are in excess of the allocation rates for the medical insurance coverage set forth in Subsection 1. above or such other substituted plan coverage that the City may choose. It is understood that present federal law requires the option be made available on an annual basis to all bargaining unit members.

14. *Dependent Care and Flexible Spending Accounts (FSA).* As soon as practicable after June 9, 2008, the City shall make available a pre-tax flexible medical spending account and a pre-tax dependent care account at no cost to the bargaining unit member.

15. **Re-enrollment.** The City shall have the right to hold a required re-enrollment for all bargaining unit members and their eligible dependents. At this time, all 2-person and family plan members shall be required to enroll in their choice of the available City medical and dental benefit plans and provide the appropriate documentation confirming eligibility pursuant to the Hartford Police Union Re-enrollment Memorandum of Understanding (see Appendix D). Any bargaining unit member who does not participate in the re-enrollment may not be eligible for continuation of medical and/or dental benefits for his or her eligible dependents until such time as the member re-enrolls. The City shall have the right to conduct a required re-enrollment not more than once every five (5) years.

### Section 3.5 PENSION BENEFITS

The normal retirement benefits for bargaining unit members shall be the same as those for non-unit employees as described in Chapter XVII, Section 3(b) of the City Charter in effect as of June 30, 1979 except as follows:

Effective July 1, 1979, an employee may elect early retirement under the Municipal Employees Retirement Fund and will receive pension benefits reduced by two percent (2%) for each whole year of early retirement.

Effective July 1, 1983, a member of the bargaining unit with twenty-five (25) years of continuous service who is at least fifty-five (55) years of age may elect an early retirement in accordance with Chapter XVII of the City Charter and will receive an unreduced pension benefit. This provision applies only to employees who are in active service with the City immediately prior to the employee's retirement date.

Effective July 1, 1983, the City will credit to the employee's contributions to the pension fund three percent (3%) interest on such contributions in the fund on June 30, 1982 and each July 1st thereafter contributions and any interest paid as of the previous calendar year on June 30<sup>th</sup> will be credited with three percent (3%) interest. Once credited, the interest and the contributions are payable to the employee upon separation from City employment except that no such payment will be made to an employee granted a pension in accordance with Chapter XVII, Section 3 of the City Charter.

Effective July 1, 1987, an employee may purchase up to four (4) years of Military Service time for service in the Armed Forces of the United States for the periods of service, any of which occurred during the periods set forth in Section 27-103 of the General Statutes of the State of Connecticut, at the rate payable at the time of entry into City Service, with interest at the rate of seven percent (7%) per annum payable on or before January 1, 1988 for those employed at the time this provision takes effect or within one (1) year of the start of employment for those hired after July 1, 1987.

The period of such service for which the employee receives credit shall be counted for the purpose of computing the amount of his or her retirement allowance provided that such employee shall have completed ten (10) years of continuous service or fifteen (15) years of

active aggregate service with the City or shall be retired prior thereto, due to a disability incurred in the course of his or her employment.

Effective January 1, 1988, an employee with at least twenty-five (25) years of service and at least fifty-five (55) years of age, or an employee with at least ten (10) years of service and at least sixty (60) years of age will be eligible for a pension based on two percent (2%) of the employee's final average pay per whole year of service.

Effective January 1, 1988, an employee who is at least fifty-five (55) years of age and has at least ten (10) years of City service will be eligible to receive a pension based on the above formula reduced by four percent (4%) for each year the employee retires short of age sixty (60) with prorrations for fractions of a year. Said reduction formula shall apply for the duration of the pension benefit.

Effective January 1, 1988, the employee contribution rate to the pension fund shall be four percent (4%) on the Social Security covered portion of earnings and seven percent (7%) on the excess.

Effective January 1, 1988, an employee's maximum pension under this Agreement is seventy percent (70%) of the gross final average pay.

Effective January 1, 1988, an employee who retires after July 1, 1986 pursuant to the City Charter, Chapter XVII, Section 3(c) Mandatory Retirement or 3(e) Retirement for Disability, or is forced to retire for medical reasons, shall receive a pension calculated on two percent (2%) of the employee's final average pay per whole year of service.

Effective July 1, 1992:

- (a) For purposes of the City Charter, Chapter XVII, Section 3, final average pay shall be based on the highest two (2) of the last five (5) years earnings.
- (b) The employee contribution rate to the pension fund shall be five percent (5%) on the Social Security covered portion of earnings and eight percent (8%) on the excess.
- (c) There shall be no minimum age requirement for a normal (unreduced) pension after twenty-five (25) years of City service.
- (d) Upon IRS approval the City will implement a Section 414 (h)(2) plan for pension contributions.

The provisions of (a) and (c) above shall also apply to employees laid off on or after the date of signing of this Agreement but prior to July 1, 1992, provided they actually retire on or after July 1, 1992.

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Effective December 1, 1998:

- a. Current bargaining unit members actively employed, or on leave because of a workers' compensation injury, as of December 1, 1998, shall be eligible for normal retirement upon the completion of at least twenty (20) years of full-time continuous service regardless of his or her age. The normal retirement allowance for such bargaining unit members shall be based upon two and one-half percent (2.5%) of the employee's final average pay for each whole year of service to a maximum of seventy percent (70%) of final average pay. Final average pay is defined as the highest two (2) of the last (5) years of his or her gross earnings.
- b. Current bargaining unit members hired into the bargaining unit before December 1, 1998 with at least ten (10) years of service and at least sixty (60) years of age will be eligible for a pension based on two and one-half percent (2.5%) of the employee's final average pay for each whole year of service. Current bargaining unit members hired into the bargaining unit before December 1, 1998 who are at least fifty-five (55) years of age and have at least ten (10) years of service will be eligible to receive a pension based on the above formula reduced by four percent (4%) for each year the employee retires short of age sixty (60) with prorations for fractions of a year. Said reduction shall apply for the duration of the pension benefit.
- c. Effective the first payroll period following the execution of the 1994-2001 Agreement, the contribution rate for all bargaining unit members to the pension fund shall be six percent (6%) on the Social Security covered portion of earnings and nine percent (9%) on the excess.
- d. Current bargaining unit members as of December 1, 1998, who are eligible for retirement benefits as set forth in subsections a. and b. above may, upon retirement and prior to any sick pay formula reduction, use a portion of their accumulated sick leave to purchase up to four (4) years of additional pension service time for the purpose of computing the amount of his or her retirement allowance. Additional pension service time in whole years may be purchased from accumulated sick leave at the rate of twenty (20) days of accumulated sick leave for each whole year of pension service time. The additional retirement allowance will be calculated in accordance with subsection a. above, provided however, that bargaining unit members eligible for the sick leave "exchange" shall not exceed a maximum benefit of eighty percent (80%) of final average pay with this exchange of sick leave. Only through the use of sick leave exchange may an eligible employee's maximum benefit be increased beyond the seventy percent (70%) maximum level. Such additional purchased service time shall not be used for establishing eligibility for retirement benefits as set forth in subsections a. and b. above. Any accumulated sick leave remaining after the exchange shall be subject to the provisions of Article V, Section 5.3. Employees who exchange accumulative sick leave for additional pension service time shall pay any and all Federal and State taxes resulting from such exchange as if such exchange were made pursuant to Article V, Section 5.3 of this Agreement.

The ability to increase the maximum retirement benefit up to eighty percent (80%) through the use of sick leave exchange only applies to current bargaining unit members as of December 1, 1998 who retire on or before June 30, 2000.

- e. Current bargaining unit members hired into the bargaining unit prior to December 1, 1998 and who retire on or after December 1, 1998 pursuant to the City Charter, Chapter XVII, Section 3(c), Mandatory Retirement, or 3(e) Retirement for Disability or are forced to retire for medical reasons shall receive a pension calculated on two and one-half percent (2.5%) of the employee's final average pay per whole year of service.
- f. Any employee hired into the bargaining unit after December 1, 1998, or who separated from City service prior to this date, shall have the pension formula and benefit levels in effect on July 1, 1994, as set forth above.

All bargaining unit members who were active employees on January 1, 2004, and whose initial date of hire with the City is before July 1, 2003, shall contribute seven and eight-tenths percent (7.8%) of their weekly salary to the pension fund. Bargaining unit members, upon retirement, shall have his or her pension benefit calculated at the rate of two and three-quarters percent (2.75%) per each whole year of service. Bargaining unit members who are on the City payroll only as a result of receiving his or her vacation and/or sick leave cash outs, and are not physically performing work for the City as of January 1, 2004, are excluded from this provision. City employees hired prior to July 1, 2003 who have a current benefit calculation rate other than two and three-quarter percent (2.75%) and are promoted into a HMEA job classification, shall contribute at the rate of seven and eight-tenths percent (7.8%) of his or her weekly salary and must contribute the difference between the old rate of contribution and the seven and eight-tenths percent (7.8%) rate and arrangements must be made with the Pension Administration Unit to contribute the difference between the employee's old rate of contribution and the seven and eight-tenths percent (7.8%) contribution rate, retroactive to January 1, 2004. Any service credit obtained through the sick exchange program will be calculated at the rate of two and one-half percent (2.5%) per year. Employees rehired by the city, and whose period of absence is subsequently bridged by the City Council for pension purposes, shall be deemed to be employed by the City for purposes of this paragraph if the aggregate months of City service bring the employee's seniority date to June 30, 2003 or earlier. See paragraph I. of Appendix F for an illustration of this paragraph's provisions.

Bargaining unit members hired on or after July 1, 2003, shall have a pension benefit in accordance with the provisions of subsection f. above, except that the minimum requirements for a normal, unreduced retirement benefit shall be age fifty-five (55) and twenty-five (25) years of City service, and as more fully set forth in paragraph II. of Appendix F.

Effective September 10, 2003 and in accordance with Section 2A-28(d) of the Municipal Code, a bargaining unit member's rights to and/or interests in any normal or early retirement allowance shall vest upon completion of five (5) years of continuous City service, regardless of age.

Payroll deductions for pension contributions shall be made pursuant to the provision of Section 414 of the Internal Revenue Code.

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The normal retirement allowance or early retirement allowance, including any such allowance that includes sick exchange credit pursuant to City Code Sec. 2A-8(a)(3), for all bargaining unit members who retire on or after June 29, 2009, shall not exceed seventy-five percent (75%) of final average pay, including employees with a hire date on or after July 1, 2003.

Notwithstanding anything to the contrary set forth in this Section, no bargaining unit member shall be entitled to receive a pension benefit in excess of the amount which is permitted under Section 415 of the Internal Revenue Code of the United States, as from time to time amended.

The City and the Union acknowledge that the City desires to re-codify the provisions of Chapter XVII of the City's Charter to delineate the terms and conditions of all of the pension benefits applicable to current employees of all employee groups in the City within the context of the Charter and, in so doing, to use, to the greatest extent possible, standardized language to describe the various benefits which apply to all such groups. The City and the Union shall diligently work with each other in good faith to assist the City in those efforts, it being understood, however, that any such efforts will not result in any substantive change in the type, level or amount of benefits which are provided to bargaining unit members under this Agreement. The City and the Union each agree to provide any comments it may have regarding any recommended provision(s) of the proposed recodification within thirty (30) days of submission of such recommended provision(s), to the City, and the Pension Commission or their designee.

It is not the intention of the City or HMEA to change any of the pension rights or benefits of bargaining unit members that existed before the effective date of the July 1, 2007 through June 30, 2013 Collective Bargaining Agreement between the City and HMEA.

### **Section 3.6 RESIDENCY**

There shall be no residency requirement for bargaining unit members for the duration of this Agreement.

### **Section 3.7 SHIFT DIFFERENTIAL**

Bargaining unit members who are permanently assigned to a shift other than the regular day shift will receive a shift differential of five percent (5%) for the second shift and seven percent (7%) for the third shift. For the purposes of this Section, any shift which begins on or after 5:00 p.m. (3:00 p.m. for the Custodial Series) will be considered the second shift and any shift which begins on or after 12:00 midnight and ends on or before 9:00 a.m. will be considered the third shift.

Bargaining unit members in the job classification of Public Safety Communications Supervisor shall receive a shift differential of five percent (5%) for the second shift and seven percent (7%) for the third shift.

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### **Section 3.8 LABOR/MANAGEMENT PROGRAM**

The City of Hartford and the Association agree to continue to voluntarily participate in the Labor/Management Cooperation Program. The purpose of which is to improve communications among employee groups and organizations and to enhance the harmonious relationship between the City and the Association. It is understood that neither party will be obligated under the Municipal Employee Relations Act by any statement, comment, proposal or counterproposal which may arise out of or be the result of any Labor/Management Cooperation meeting or activity. Either party may withdraw from participation in the Labor/Management Cooperation Program by providing five (5) days written notice to the other party. The Labor/Management Cooperation Program is not a substitute for collective bargaining. Any agreements arising out of Labor/Management Committees do not supersede collective bargaining agreements.

## **ARTICLE IV HOURS OF WORK, OVERTIME AND FLEXIBLE SCHEDULE**

### **Section 4.1 HOURS OF WORK**

Except as provided for below and in Section 4.2, all bargaining unit members shall work forty (40) hours per week, Monday through Friday. The standard work day for employees working a forty (40) hour work week shall start at 8:00 a.m. and end at 5:00 p.m. with one (1) hour for lunch.

A bargaining unit member may request, for good and sufficient reasons, a variance in his or her standard work schedule. Such shift exception may be on a permanent basis or for a fixed period of time, and can be used to change the start and/or end times of the standard work day or length of the standard lunch break as defined above. In order for a bargaining unit member to receive a shift exception, he or she must submit a written request to his or her department head and the Director of Human Resources and Labor Relations, and such request must be approved in writing by the department head, Director of Human Resources and Labor Relations and the Association.

### **Section 4.2 FLEXIBLE SCHEDULE**

The standard work hours may be flexed by an eligible bargaining unit member under either one or both of the following conditions:

1. By occasionally flexing his or her standard work week schedule through the use of accumulated hours worked in excess of the standard work day or work week hours, provided that:

- a. The accrual of such hours was within the current work week or Wednesday through Saturday of the previous work week; and

b. The accrual and use of such hours is approved in advance by the bargaining unit member's immediate supervisor. Approval of the accrual and/or use of excess accumulated hours shall not be unreasonably denied. However, in consideration of overtime compensation included in certain HMEA pay grades, accrual use may be denied when a bargaining unit member has two (2) or fewer accumulated work hours available for use per the preceding sentence. It is anticipated and expected that a bargaining unit member will, when necessary, continue to work beyond his or her regular work day in the performance of work duties without the expectation of hour-for-hour time off under this flexible work week provision.

2. By occasionally flexing the start and/or end times of his or her standard work day, provided that:

a. The bargaining unit member works the required eight (8) hour work day, unless otherwise flexed under subparagraph (1) above; and

b. In the case of emergency services requiring immediate replacement in the Police or Fire departments, the bargaining unit member notifies his or her immediate supervisor of the change to his or her standard work day schedule at least one (1) hour in advance of such change; and

c. For employees other than as described in subparagraph (2)(b), when the bargaining unit member is seeking to flex his or her standard start time by more than one (1) hour past his or her standard start time, he or she makes every effort possible to notify his or her immediate supervisor of such change prior to the standard start time of the bargaining unit member, but no later than two (2) hours after the standard start time for the member; and

d. The bargaining unit member has no previously scheduled meetings, events or pre-established deadlines that require his or her attendance during the flexed time; and

e. Such alterations do not establish a pattern or permanent shift exception; and

f. The notice required under subparagraphs (2)(b) and (2)(c) above may be satisfied by leaving a voicemail with or sending an email to the immediate supervisor by the deadline therein established and as in accordance with any established call-in procedures within the respective departments.

The occasional flexing of the bargaining unit member's standard work day under the provisions set forth in subparagraph (2) does not require prior approval.

Notwithstanding the above, a bargaining unit member shall not work through his or her standard lunch break in order to alter or flex any standard work hours unless approved in advance by the bargaining unit member's immediate supervisor. Any alteration to the bargaining unit member's standard lunch break that is intended to be permanent or recurring for a certain period of time must be approved as a shift exception in accordance with Section 4.1 above.

For purposes of this Section, eligible bargaining unit members shall be defined as full-time bargaining unit members in a job classification that receives five percent (5%) in lieu of overtime.

#### Section 4.3 OVERTIME PAY

Bargaining unit members shall be paid overtime in accordance with Rule IV, Section 5. H(2)(a)(b)(c) and (d) of the City of Hartford Personnel Rules and Regulations in effect as of December 27, 1993.

Bargaining unit members shall receive their straight time hourly rate of pay for all work performed beyond the normal work day or work week for snow or ice removal.

Bargaining unit members who are assigned to snow and ice removal operations and who are called in for work outside of their regularly scheduled working hours shall be paid a minimum of three (3) hours at the bargaining unit member's straight time hourly rate of pay. This provision applies only when such call back results in hours worked which are not annexed consecutively to one end or the other of the working day.

Bargaining unit members who receive straight time pay for work performed beyond the normal work day or work week for snow and/or ice removal or flood control work shall receive time and one-half for hours worked in the above capacities on the seventh day of the bargaining unit member's work week provided the bargaining unit member has physically worked each of the preceding six (6) days of their normal work week.

### ARTICLE V HOLIDAYS AND LEAVE

#### Section 5.1 HOLIDAYS

The following holidays shall be recognized and observed as paid holidays for all full-time bargaining unit members:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day

Whenever the holidays listed above fall on a Sunday, the following Monday shall be observed as the holiday; and whenever the holidays listed above fall on a Saturday, the preceding Friday shall be observed as the holiday.

If Lincoln's Birthday and Washington's Birthday are combined in a single holiday for all other employees of the City (excluding the Board of Education and emergency services) such consolidation shall apply to members of this bargaining unit as well.

**Section 5.2 VACATION**

Each permanent full-time bargaining unit member shall earn and accumulate vacation leave with pay during and after his or her probationary period in accordance with this Section.

Vacation leave shall be earned over a twelve (12) month period (July 1<sup>st</sup> through June 30<sup>th</sup>) and credited to the bargaining unit member on July 1<sup>st</sup> of the fiscal year following the bargaining unit member's appointment and on July 1<sup>st</sup> of each subsequent year of creditable service.

New employees who have served less than twelve (12) continuous months of City service shall earn vacation leave in accordance with the schedule provided below. New employees shall not be able to use vacation leave until they have completed six (6) months of continuous City service.

<u>Length of Service</u>	<u>Vacation Leave Accumulation</u>
<u>In Months</u>	<u>In Days</u>
1	1 ¼
2	2 ½
3	3 ¾
4	5
5	6 ¼
6	7 ½
7	8 ¾
8	10
9	11 ¼
10	12 ½
11	13 ¾
12	15

Each permanent full-time bargaining unit member appointed as a City employee on or before July 1st and who serves continuously with the City until the following June 30th shall earn three (3) weeks' paid vacation (1.25 days per month).

Bargaining unit members who have completed five (5) years of full-time employment as a City employee on July 1st and served continuously with the City for the previous twelve (12) months shall earn four (4) weeks paid vacation annually (1.66 days per month).

Bargaining unit members who have completed fifteen (15) years of full-time employment as a City employee on July 1st and served continuously with the City for the previous twelve (12) months shall earn five (5) weeks paid vacation annually (2.08 days per month).

For the purpose of computing vacation leave, the calendar month shall be used, except that a bargaining unit member appointed as a City employee during the first fifteen (15) days of any month shall be considered as having been appointed on the 1st day of that month, and those appointed after the 15th day of any month shall be considered as having been appointed on the 1st day of the succeeding month.

Vacation leave may be carried over from one (1) fiscal year to the next to a maximum accumulation of no more than eight (8) weeks. Any bargaining unit member with more than eight (8) weeks of accrued vacation leave on June 30<sup>th</sup> of each fiscal year shall forfeit any vacation days in excess of eight (8) weeks. For any bargaining unit member who has accumulated vacation leave in excess of eight (8) weeks as of the signing of this Agreement, he or she shall be required to use his or her excess vacation leave prior to June 30, 2012. If any accumulated vacation leave in excess of the allowable eight (8) weeks has not been used by such bargaining unit member by June 30, 2012, said excess accumulated vacation leave will be forfeited from the bargaining unit member's vacation leave balance and thereafter will be held to the allowable eight (8) week maximum vacation leave accrual.

Use of vacation leave shall be granted by mutual agreement between the bargaining unit member and the department head or designee; provided, however, that no department head or designee shall withhold the vacation leave of any bargaining unit member in excess of eighteen (18) months.

In computing vacation leave, legal holidays as established in Section 5.1 are not to be considered as part of vacation allowance.

In the event of the death of a bargaining unit member, his or her spouse and/or minor children shall receive the accrued vacation pay earned by the bargaining unit member. Where the bargaining unit member has no minor children and has notified the Human Resources Department that a valid certificate of domestic partnership is on file with the City of Hartford Town Clerk, the domestic or civil union partner shall receive the accrued vacation pay earned by the bargaining unit member. In the event the bargaining unit member has neither a spouse, minor children, nor a domestic or civil union partner, the accrued vacation pay shall be paid to the estate of the deceased bargaining unit member.

Bargaining unit members who are separated from the City and who have accrued vacation leave to their credit at the time of separation shall be paid the salary equivalent of the accrued vacation leave. Vacation leave accrued during the fiscal year in which the bargaining unit member is separated will only be paid if the bargaining unit member is in good standing at the time of separation.

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**Section 5.3 SICK LEAVE**

1. **Sick Leave Accumulation.** Each permanent full-time bargaining unit member shall earn sick leave with pay during and after his or her probationary period according to the following schedule:

<u>Length of Service in Months</u>	<u>Sick Leave Accumulation in Days</u>
1	1¼
2	2½
3	3¾
4	5
5	6¼
6	7½
7	8¾
8	10
9	11¼
10	12½
11	13¾
12	15

Bargaining unit members appointed on or before July 1<sup>st</sup> and who serve continuously until the following June 30th shall earn three (3) weeks of paid sick leave in accordance with the above schedule. Sick leave is to be used only for the purposes contained in this Section. Any unauthorized use of sick leave shall be cause for disciplinary action.

Bargaining unit members shall accumulate any unused portion of sick leave, including that accumulated in the prior fiscal year, to a maximum of one hundred and fifty (150) days. Bargaining unit members who had previously accumulated sick days in excess of one hundred and fifty (150) days as of December 1, 1998 shall be grandfathered at those current levels, with accumulated totals subject to sick leave usage. Bargaining unit members who were subject to the grandfather provision may continue to accumulate unused sick days at the ratio of one (1) day of accumulation for each two (2) days of unused sick leave in accordance with this Agreement. Accumulated sick leave may be used for the purposes specified in this Section if and when needed.

2. **Sick Leave Donations.** A bargaining unit member who has accumulated at least thirty (30) days of sick leave may donate a portion of his or her accumulated sick leave to another bargaining unit member, who through serious and protracted illness has used up all of his or her accumulated sick leave and vacation leave. The Mayor, or his or her designee, and the Director of Human Resources and Labor Relations shall authorize the donation and transfer of such sick leave provided the following conditions are met:

a. The donating bargaining unit member shall have a minimum sick leave accumulation of thirty (30) days.

b. No more than five (5) days of sick leave for every thirty (30) days of sick leave accumulated by the donating bargaining unit member to a total donation of thirty (30) days shall be permitted between any two (2) bargaining unit members.

c. Sick leave, donated by one bargaining unit member to another, when used, shall be paid at the hourly rate of the donor or donee, whichever is less.

d. No more than twenty (20) days of donated sick leave may be allowed to accumulate in any donee's name at any given time, provided if such donated sick leave should be reduced below twenty (20) days, additional donations may be made to restore the level of accumulated sick leave to twenty (20) days.

3. **Advance of Sick Leave.** Sick leave advance may be granted by the department head with the approval of the Director of Human Resources and Labor Relations. In requesting an advance of sick leave, the department head shall submit the following information to the Director of Human Resources and Labor Relations: the length of City service of the bargaining unit member; the sick leave record of the bargaining unit member; and a medical certificate which shall include the prognosis and the probable date when the bargaining unit member will return to work.

a. No advance of sick leave may be authorized unless the bargaining unit member exhausts all accrued leave. In no case shall advanced sick leave exceed twenty (20) days at full pay.

b. Any advanced sick leave shall be repaid by a charge against such sick leave as the bargaining unit member may subsequently accrue. No repayment of advanced sick leave shall be required until the bargaining unit member has first accrued five (5) days of sick leave following the bargaining unit member's return to duty.

4. **Special Rules.** No refund of vacation leave shall be allowed due to illness incurred while on vacation leave. Holidays and regular days off shall not be counted in computing sick leave taken.

5. **Use of Sick Leave.** Sick leave may be used for the following purposes:

a. Personal illness, maternity leave, physical incapacity, or noncompensable bodily injury or disease.

b. Enforced quarantine in accordance with community health regulations.

c. For a reasonable period of time as defined by the Director of Human Resources and Labor Relations only for illness or physical incapacity in the bargaining unit member's immediate family or others domiciled in the same household prior to illness for whom the bargaining unit member is responsible and the primary care giver. Immediate family is defined for purposes of this provision to be father, mother, sister, brother, wife, husband, domestic or civil union partner or children related either by blood, marriage or adoption to the bargaining unit member.

d. To meet medical and dental appointments of emergency nature and Health Department referrals. In addition, sick leave may also be granted for a limited time for normal medical and dental appointments when a bargaining unit member has made reasonable efforts to secure appointments outside of normal working hours provided that the department head is notified in advance of the day on which the absence occurs.

e. Death of relatives or friends, marriage in the immediate family, celebration of religious holidays and christenings, graduations and similar ceremonies, provided prior notification to the department head is submitted in writing giving full particulars in advance, subject to approval. A maximum of three (3) days a year under this provision shall be granted except that it may be increased in situations upon approval by the Director of Human Resources and Labor Relations.

f. Natural fathers who are primary care givers shall be allowed to use accumulated sick leave for a maximum of ten (10) calendar days, upon the birth of a child. If accumulated sick leave is exhausted prior to the ten (10) calendar days, the balance of the leave will be without pay, unless such time is extended by the Appointing Authority with the approval of the Director of Human Resources and Labor Relations.

Natural fathers wishing to take such leave must provide a copy of the birth certificate as proof of paternity. Leave will not be granted without the above documentation being provided prior to the start of leave.

g. Domestic or civil union partners who are primary care givers shall be allowed to use accumulated sick leave for a maximum of ten (10) calendar days upon the birth of a child. If accumulated sick leave is exhausted prior to the ten (10) calendar days, the balance of the sick leave shall be without pay. In no case will a domestic or civil union partner be eligible for both maternity and primary care leave. Domestic or civil union partners wishing to take such leave must provide a copy of the birth certificate and a copy of the domestic partnership or civil union certificate to the City of Hartford, Town Clerk, pursuant to Section 2-63 of the Municipal Code, as proof of the relationship to the birth of the child.

h. Bargaining unit members who are adoptive parents or the domestic or civil union partner of the adoptive parent shall be allowed to use accumulated sick leave for thirty (30) calendar days for adjustment in family living conditions. If accumulated sick leave is exhausted prior to the thirty (30) calendar days, the balance of the adoption leave will be without pay. Only the person primarily responsible for the child will be entitled to this leave.

Bargaining unit members wishing to take an adoption leave must present copies of legal adoption papers as proof of such adoption. In the case of a domestic or civil union partner, proof of a valid domestic partnership or civil union certificate must also be filed with the City of Hartford, Town Clerk, pursuant to Section 2-63 of the Municipal Code. Adoption leave will not be granted without this documentation.

i. In accordance with the schedule below, bargaining unit members may use a certain number of sick days per fiscal year for any purpose not otherwise provided above

subject to the same notification requirements as in Paragraph e. above. Any personal days taken shall be deducted from the bargaining unit member's sick leave accrual balance.

**Aggregate Years of Service**

**Total Number of Personal Days**

Less than eight (8) years

Up to three (3) days

Eight (8) years but less than fifteen (15) years

Up to five (5) days

Fifteen (15) years or more

Up to seven (7) days

For purposes of this provision, time spent in the armed forces of the United States (i.e., Army, Navy, Air Force, Marine Corps and the Coast Guard) while on approved leave from the City, shall be included in determining the number of aggregate years of service.

6. **Proof of Illness or Other Uses of Sick Leave.** Departments may require proof of illness or other uses of sick leave as provided in this Section. In the judgment of the department head or designee, proof of sick leave may include a doctor's certificate or other reasonable verification available to the bargaining unit member.

a. For absences of less than three (3) work days, proof of sick leave will not normally be required unless, in the judgment of the department head or designee, there is a question of authorized usage.

b. For absences of three (3) consecutive work days or more, a doctor's certificate will normally be required.

c. For absences exceeding five (5) work days, a doctor's certificate indicating the probable duration of the disability may be required, and additional certificates may be required for extended illnesses.

7. **Compliance with Sick Leave Requirements.** Sick leave provided above shall be granted only if the requirements of these provisions are complied with and the initial report of illness by the bargaining unit member is made to his or her department head or designee within two (2) hours of his or her regularly scheduled start time on each day of absence. Nothing in this Subsection shall preclude the payment of sick leave to a bargaining unit member who cannot comply with the provisions of this Subsection due to extenuating circumstances (see Subsection 6. above).

8. **Payment of Sick Leave.** For all full-time bargaining unit members, the City will make payment for accumulated sick leave as follows:

a. Full payment of accumulated sick leave in case of death;

b. Fifty (50%) payment of accumulated sick leave at time of retirement. For all active full-time bargaining unit members whose effective date of retirement is on or between July 1, 2009 and June 30, 2013, the City will make a sixty-five (65%) payment of accumulated sick leave at time of retirement. This sixty-five percent (65%)

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accumulated sick leave payment upon retirement shall expire on June 30, 2013. If there is no successor Agreement in effect on July 1, 2013, a fifty percent (50%) payment of accumulated sick leave shall apply effective June 30, 2013 until a successor Agreement is reached or awarded indicating to the contrary.

Payments in case of death will be made to the bargaining unit member's spouse and/or minor children. Where the bargaining unit member has no minor children and has notified the Human Resources Department that a valid certificate of domestic partnership or civil union is on file with the City of Hartford Town Clerk, pursuant to Section 2-63 of the Municipal Code, the domestic or civil union partner shall receive the payment. In the event the bargaining unit member has neither a spouse nor any minor children, the payment will be made to the estate of the deceased bargaining unit member.

#### **Section 5.4 COMPENSATION FOR INJURIES AND DISEASE**

Each bargaining unit member shall be compensated for any injury or occupational disease under the provisions of the Workers' Compensation Act of Connecticut.

Effective May 1, 1999, bargaining unit members shall be covered under the City's Managed Care Program, as approved by the State Workers' Compensation Commission.

The bargaining unit member is responsible for paying the bargaining unit member share of his or her medical and dental premiums and any other applicable payroll deductions while out on Workers' Compensation leave.

#### **Section 5.5 FURLOUGH DAYS**

The full-time bargaining unit members agree to four (4) days of furlough under the conditions listed below:

1. The value of the four (4) furlough days will be deducted from a bargaining unit member's pay, via a payroll deduction. Each bargaining unit member will have the option to have the deduction made either: (1) during the same pay period as when the furlough day was used for the full value of the furlough hours used or (2) over twenty-four (24) bi-weekly pay periods in Fiscal Year 2009-10, in which case the total value of the four (4) furlough days will be evenly divided over the twenty-four (24) bi-weekly pay periods. Each bargaining unit member shall make his or her election in writing on the prescribed Furlough Deduction Election Form by no later than July 17, 2009, and if Option 2 is chosen, the deductions will begin in the first pay period in August 2009. Such election shall be final and irrevocable. Should a bargaining unit member separate from City service during Fiscal Year 2009-10, the value of any furlough balance will be deducted from the bargaining unit member's vacation and/or sick leave payout. If there is no leave payout, the furlough balance will be deducted from the bargaining unit member's last regular week of pay.

2. Since the value of the furlough days will be taken out as a payroll deduction, there will be no negative impact on any benefit, including but not necessarily limited to the pension benefit, as a result of such furlough days.

3. If operationally possible, furlough days shall be scheduled around holidays (i.e., close the day before or after a holiday). If not operationally possible, furlough days will be scheduled at a time mutually agreeable to the bargaining unit member and the Department Head or his or her designee, except such requests will not be unreasonably withheld. If two (2) or more bargaining unit members request to take a furlough day on the same date and the operational needs of the department cannot sustain approval of all such requests, the approval of such furlough request will be determined by seniority with the City. In addition, no more than one (1) furlough day may be taken in any one (1) week.

Requests for furlough days shall be made at least twenty-four (24) hours in advance, except in cases of emergency and must be taken in no less than one-half (1/2) day increments.

### **ARTICLE VI GENERAL PROVISIONS**

#### **Section 6.1 ASSOCIATION ACTIVITIES**

Not more than three (3) Association representatives shall be granted leave from duty with full pay for all meetings between the City and the Association for the purpose of processing grievances at Step 3 or 4 when such meetings take place at any time during which such members are scheduled to be on duty.

The term Association representative as used in this Article includes the Association President.

Grievance meetings may be held during work time. The employee and Association representative attending grievance hearings during regular work hours shall be entitled to be absent from their regular positions with pay while actually attending such grievance hearings with thirty (30) minutes of preparation time.

An Association representative may utilize up to two (2) hours on City time with pay for the purpose of investigating and, if necessary, preparing a grievance for submission at Step 1 of the grievance procedure.

A written list of Association area representatives and other officers and representatives shall be furnished to the City immediately after their designation and the Association shall notify the City of any changes.

The internal business of the Association shall be conducted during the non-duty hours of the bargaining unit members involved.

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Association officials may attend meetings during working hours without loss of pay when such meetings are requested or approved by the Director of Human Resources and Labor Relations.

#### **Section 6.2 CLASSIFICATION PLAN**

1. **The Plan.** The City maintains a classification plan for the classification of positions in the bargaining unit. For the purposes of this Agreement, the classification plan shall be the one in effect on the effective date of this Agreement, except as modified by agreement of the City and the Association. The classification plan consists of class specifications, class relationship material and other related materials.

2. **Modifications to the Plan.** When the City creates new class specifications or makes other than minor changes in existing class specifications for the purpose of normal maintenance of the classification plan, the City and the Association shall negotiate appropriate pay rates and pay ranges.

3. **Acting Assignments.** Bargaining unit members assigned to a higher class for greater than a one (1) week period shall receive an increase in pay to the next full growth step. Assignment to a higher class means that a bargaining unit member has been assigned to a class with a higher pay rate either because of the absence of an employee who is classified in the higher class or because operating requirements present the need for such duties to be performed for a period of time. If such assignment continues past a seven (7) day calendar week, the employee shall receive the correct growth steps for the acting position and shall continue to receive pay increases in accordance with the pay plan for the acting position.

An acting assignment to a higher classification may be made in accordance with the City of Hartford Personnel Rules and Regulations in effect on December 27, 1993. Such an acting assignment may be made for up to a ninety (90)-day period, at which time it will be reviewed and may be extended for a maximum of one (1) additional ninety (90)-day period.

4. **Request for Change in Classification.** Requests for changes in classification, salary increases or title changes will be responded to in writing within six (6) months of the date of receipt by the Human Resources Department unless the time limit is extended by mutual agreement. No response will be made to such a request if the position has been studied within one (1) year of the date of request.

Any differences, disputes or controversy concerning the classification of individual positions in the bargaining unit shall be resolved through the grievance procedure at the third step; provided, however, that grievances involving requests for reclassification from one existing classification in the bargaining unit to another existing classification in the bargaining unit may be submitted thereafter to arbitration.

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#### **Section 6.3 SENIORITY LIST**

The City shall prepare a list of bargaining unit members, showing their seniority in length of service with the City and mailing addresses, and send it to the Association President within sixty (60) days of the signing of this Agreement, and on or about July 1 of each year thereafter for the duration of this Agreement. The Association shall provide the City with a copy of its mailing list on or about July 1 of each year.

The Association President, Executive Vice President, and thirteen (13) Area Representatives shall receive super-seniority rights in the event of lay-off. The Association will supply a list of the above named office holders to the City in February of each year. If the City adds, subtracts or changes work locations, the number of Area Representatives may be changed accordingly.

#### **Section 6.4 BULLETIN BOARDS**

The City will furnish and maintain five (5) bulletin boards in convenient places to be used by the Association. The Association agrees that material posted will not contain propaganda against or attacks upon the City, any department or agency, or any official thereof. All material posted shall be in good taste.

#### **Section 6.5 MILEAGE**

The mileage allowance for authorized use of personal automobiles for City business will be the rate as established by the Internal Revenue Service.

#### **Section 6.6 MEAL ALLOWANCE**

Effective the 1st of the month which falls at least fifteen (15) days after June 9, 2008, bargaining unit members engaged in the supervision of employees engaged in snow and ice removal activities on an overtime basis shall receive a meal allowance on the following basis:

a. If a bargaining unit member works more than one (1) hour before his or her regular shift, he or she shall receive a meal allowance of five dollars (\$5.00). He or she shall also receive an additional meal allowance of five dollars (\$5.00) for each additional period of four (4) hours before his or her regular shift, but in no event shall he or she receive two (2) meal allowances for the first two (2) periods if he or she works less than eight (8) hours overtime.

b. If a bargaining unit member works more than two (2) hours beyond his or her regular shift, he or she shall receive a meal allowance of five dollars (\$5.00). He or she shall also receive an additional meal allowance of five dollars (\$5.00) for each additional period of four (4) hours after his or her regular shift, but in no event shall he or she receive two (2) meal allowances for the first two (2) periods if he or she works less than eight (8) hours overtime.

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**Section 6.7 PROBATIONARY PERIOD**

There shall be a probationary period of at least three (3) months not to exceed six (6) months for those appointed from a reemployment list following a layoff.

Bargaining unit members whose reporting relationship is changed as a result of reorganization or other City action but whose job duties remain substantially unchanged shall not be required to serve a new probationary period as a result thereof.

**Section 6.8 SAFETY SHOES**

Bargaining unit members whose direct-report subordinates are provided with safety shoes by the City will be provided with one (1) pair of safety shoes in each fiscal year. Such eligible bargaining unit members shall have the option to purchase their safety shoes at a vendor of their choice and shall be reimbursed by the City provided the following conditions are met:

- a. The safety shoes shall comply with ANSI Z41-1991, the "American National Standard for Personal Protection – Protective Footwear" and shall have the required "ANSI Z41.1" marking in the shoe; and
- b. The maximum reimbursable amount per fiscal year per eligible bargaining unit member shall be eighty dollars (\$80.00), inclusive of state sales tax; and
- c. Proof of purchase in the form of an original receipt shall be provided to the City by the eligible bargaining unit member prior to reimbursement; and
- d. Reimbursement shall be made by the City to the bargaining unit member within sixty (60) days following submission of proof of purchase to the City.

**Section 6.9 PERFORMANCE EVALUATION**

Each bargaining unit member shall be evaluated annually, on the anniversary date of his or her hire date or date of promotion (if applicable), pursuant to the performance evaluation form in Appendix E of this Agreement. The failure to complete the performance evaluation shall not preclude the bargaining unit member from receiving step increases to which the bargaining unit member is entitled on his or her anniversary date or his or her date of promotion, if applicable. The bargaining unit member may submit a response to the performance evaluation in writing. This response shall be retained with the bargaining unit member's performance evaluation.

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**ARTICLE VII  
LAYOFF PROCEDURES**

**Section 7.1 ORDER OF LAYOFF**

When a layoff is necessary in a particular classification, layoff of permanent bargaining unit members within a department shall be made in inverse order of length of full-time continuous service with the City. Such layoffs shall be made by classification within a department as determined by the department head involved. No probationary or permanent bargaining unit member shall be laid off from any position while any temporary employee is still employed in the same class in the department. In case of ties, the individual with the least seniority in the class shall be the first laid off. In the event of a layoff, officers of the Association shall have super-seniority in accordance with Section 6.3 above.

The provisions of this Section shall not apply when layoffs result from a termination of state or federal funds or from a change in eligibility for employment under such state or federal employment programs. In such cases, funding source of the position shall be used as the sole criterion for layoff.

There will be no layoffs for any general fund budgetary position effective July 1, 2009 through June 30, 2010 (hereinafter "this time period"). Additionally, during this time period, as per this Section, there will be no layoffs of State or Federal fund budgetary positions (hereinafter "HMEA grant funded positions") provided the State or Federal funds have not been terminated.

Should a HMEA grant funded position be eliminated and State or Federal funds are subsequently reinstated within this time period, the HMEA member who held the position before its elimination will be eligible for recall in accordance with Section 7.3, provided:

1. The reinstated funds support the salary of the full-time position and/or fringe benefits if such fringe benefits were paid through the State or Federal funds prior to its elimination; and
2. The HMEA bargaining unit member is qualified and the job requirements remain within the HMEA bargaining unit.

Eligibility for recall will commence upon reinstatement of such State or Federal funds.

**Section 7.2 NOTICE OF LAYOFF**

A department head shall give written notice to the Director of Human Resources and Labor Relations, the President of the Hartford Municipal Employees Association, and to the bargaining unit member concerned at his or her last known address, of any proposed layoff, at least three (3) weeks before the effective date of the layoff.

**Section 7.3 RECALL FROM LAYOFF**

On recall after layoff, the last bargaining unit member in the class laid off from the department involved shall be the first person recalled to the class within the department from which the bargaining unit member was laid off. No new person shall be hired into that class within the department until all affected full-time and probationary former bargaining unit members have been recalled. Former bargaining unit members on the recall list shall have recall rights for one (1) year from the date of layoff and only to the class within the department from which the former bargaining unit member was laid off; provided that the person is physically able to perform the duties of the job; and provided further that the person returns to the job within three (3) weeks after the City sends a notice of recall to the person at his or her last known address.

A bargaining unit member recalled to his or her position following a layoff will not be required to complete a new probationary period provided the bargaining unit member successfully completed the probationary period for the position held at the time of layoff.

If the vacancy to be filled is federally funded and former bargaining unit members on the recall list do not meet the federal eligibility criteria of the position to be filled, the City may fill the position in any manner consistent with the City of Hartford Personnel Rules and Regulations in effect on December 27, 1993.

**ARTICLE VIII  
COVENANTS**

**Section 8.1 SAVING CLAUSE**

If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void, or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof, or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

**Section 8.2 EFFECTIVE DATES**

The effective date of salary increases and other changes that affect the computation of weekly earnings shall be the date specified if Sunday, or the Sunday beginning the pay period that immediately follows the date specified.

**Section 8.3 DURATION**

This Agreement shall be in effect from July 1, 2007 through June 30, 2013, and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no later than one hundred and fifty (150) days prior to the expiration of this

Agreement and begin negotiations no later than one hundred and twenty (120) days prior to the expiration of this Agreement.

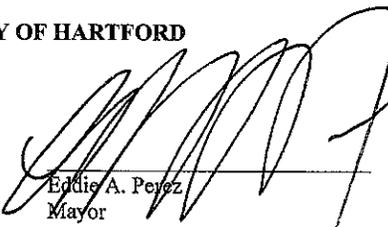
**Section 8.4 ENTIRE AGREEMENT**

The foregoing constitutes an entire agreement between the parties and no oral statement shall supersede any of its provisions. It is understood and agreed that all matters subject to collective bargaining between the parties have been covered herein and that it may not be reopened for change in its terms or addition of new subject matter except by mutual agreement.

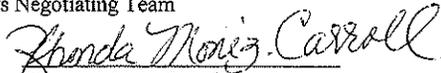
**IN WITNESS WHEREOF**, the parties hereto have caused to be signed and sealed this Agreement and a like copy on the dates indicated below.

**CITY OF HARTFORD**

**THE HARTFORD MUNICIPAL  
EMPLOYEES ASSOCIATION**

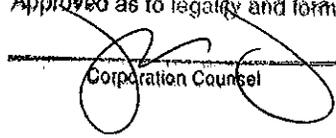
By:   
Eddie A. Perez  
Mayor

By its Negotiating Team

By:   
Rhonda Moniz-Carroll  
President, HMEA

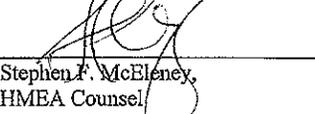
Date: June 1, 2010

Date: 5/21/10

Approved as to legality and form  
  
Corporation Counsel

By:   
Walter Remes, Vice President of  
Finance & Negotiations Chairman,  
HMEA

Date: 5/21/10

By:   
Stephen F. McEleney,  
HMEA Counsel

Date: 5/21/10

**APPENDIX A  
HMEA CLASSIFICATION PLAN  
TABLE OF CONTENTS**

<u>CODE</u>	<u>JOB CLASS</u>	<u>PAGE</u>
0529	ADMINISTRATIVE ASSISTANT	50
0071	ADMINISTRATIVE CLERK	41
2043	ARCHITECT III	45
4243	ASSISTANT BUILDING MAINTENANCE SUPERVISOR	60
6116	ASSISTANT COMMUNITY RECREATION COUNSELOR	57
616P	ASSISTANT COMMUNITY RECREATION COUNSELOR (Part-Time)	59
0124	ASSISTANT DATA PROCESSING MANAGER	44
4035	ASSISTANT SANITATION SUPERVISOR	46
6141	ASSISTANT SUPERINTENDENT OF RECREATION	57
0306	ASSISTANT TOWN CLERK	51
2059	ASSISTANT TRAFFIC ENGINEER	45
0381	AUDITOR	54
4151	AUTO MECHANIC SECTION LEADER	60
0069	BENEFITS ASSISTANT	41
0532	BENEFITS COORDINATOR	53
1014	BUILDING CUSTODIAL SUPERVISOR	42
1015	BUILDING MAINTENANCE SECTION LEADER	42
4244	BUILDING MAINTENANCE SUPERVISOR	61
1016	BUILDING SUPERVISOR	60
3608	CASE WORK SUPERVISOR	53
0339	CHIEF ASSESSMENT TECHNICIAN	54
3513	CHIEF ENVIRONMENTAL HEALTH SANITARIAN	53
3520	CHIEF HOUSING CODE ENFORCEMENT	53
0514	CHIEF MANAGEMENT ANALYST	54
5272	CHIEF OF BUILDING & TRADES INSPECTION	55
5275	CHIEF OF INSPECTIONAL SERVICES	55
6070	CHIEF OF PARKS OPERATION	58
0028	CHIEF OF ZONING ADMINISTRATION	54
2022	CHIEF STAFF PLANNER	54
0521	CITY FORESTER	45
2007	CIVIL ENGINEER III	45
2008	CIVIL ENGINEER IV	45
0530	CIVIL PREPAREDNESS OPERATIONS MANAGER	53
6115	COMMUNITY RECREATION COUNSELOR	57
5091	COMMUNITY RELATIONS SPECIALIST	52
0316	CONTROLLER	55
3643	COORDINATOR OF PROGRAMS FOR PERSONS W/DISABILITIES	53
3613	COORDINATOR OF SERVICES TO THE AGING	53
0536	DATA ADMINISTRATOR	44
0533	DATABASE ADMINISTRATOR	44
0122	DATA PROCESSING OPERATION SUPERVISOR	43
0123	DATA PROCESSING SUPERVISOR	43
0551	DEPUTY DEVELOPMENT DIRECTOR	54
3615	DEPUTY DIRECTOR OF SOCIAL SERVICES	55
0225	DEPUTY PURCHASING AGENT	53
0361	DEPUTY TAX COLLECTOR	53
3609	DIRECTOR OF CASE WORK	54
3342	DIRECTOR OF LABORATORIES	55
0605	DRUG PROJECT SUPERVISOR	52
605P	DRUG PROJECT SUPERVISOR (Part-Time)	56
3650	EARLY LEARNING CENTER COORDINATOR	53
4352	ELECTRO-MECHANICAL SUPERVISOR	60
0351	EMPLOYEE & TRAINING COORDINATOR	54

**APPENDIX A  
HMEA CLASSIFICATION PLAN  
TABLE OF CONTENTS**

<u>CODE</u>	<u>JOB CLASS</u>	<u>PAGE</u>
0350	EMPLOYEE & TRAINING MANAGER	54
0129	EMPLOYEE & TRAINING SUPERVISOR	53
2012	ENGINEERING INSPECTION SUPERVISOR	45
3514	EPIDEMIOLOGIST	49
4170	EQUIPMENT SUPERINTENDENT	61
0370	FINANCIAL SYSTEMS MANAGER	55
0315	FISCAL OFFICER	51
4018	FORESTRY SECTION LEADER	46
6013	GARDENER SECTION LEADER	46
0515	GENERAL ASSISTANT	53
0610	HEALTH DIRECTOR'S ASSISTANT	54
0009	HOUSING ADMINISTRATOR	53
3516	HOUSING CODE ENFORCEMENT SUPERVISOR	52
0039	HOUSING SERVICE MANAGER	55
5255	INSPECTOR II	48
0540	INVESTMENT ANALYST	52
4225	LANDFILL SECTION LEADER	46
4322	MACHINE SHOP SECTION LEADER	60
0535	MANAGEMENT SERVICES OFFICER	54
4365	MASTER MECHANIC	60
1013	NIGHT CLEANING SUPERVISOR	42
3081	NURSE PRACTITIONER	49
308P	NURSE PRACTITIONER (Part-Time)	49
3425	NUTRITION CENTER SUPERVISOR	50
3420	NUTRITIONIST II	50
3421	NUTRITIONIST III	51
6022	PARK SERVICES SECTION LEADER	46
0308	PAYROLL SUPERVISOR	53
3075	PEDIATRIC CLINIC NURSING SUPERVISOR	49
0127	POLICE DATA PROCESSING SUPERVISOR	43
0210	PREAUDIT/ACCOUNTS PAYABLE SUPERVISOR	55
0314	PRINCIPAL ACCOUNTANT	53
0523	PRINCIPAL ADMINISTRATIVE ANALYST	53
052P	PRINCIPAL ADMINISTRATIVE ANALYST (Part-Time)	56
2004	PRINCIPAL ENGINEERING TECHNICIAN	45
3628	PRINCIPAL FIELD REPRESENTATIVE	51
2018	PRINCIPAL PLANNER	53
0376	PROCUREMENT MANAGER	55
2023	PROGRAM SUPERVISOR	53
0322	PROJECT LEADER	43
2025	PROJECT MANAGER	54
225P	PROJECT MANAGER (Part-time)	56
2019	PROJECT SUPERVISOR	53
0008	PROPERTY MANAGER	50
3071	PUBLIC HEALTH NURSING SUPERVISOR	49
3610	PUBLIC HEALTH PROGRAM MANAGER	53
0516	PUBLIC INFORMATION OFFICER	54
5094	PUBLIC SAFETY COMMUNICATIONS SUPERVISOR	53
4086	PUBLIC WORKS ASSISTANT SUPERINTENDENT	46
4014	PUBLIC WORKS SECTION LEADER	46
0221	PURCHASING AGENT	55
4346	RADIO TECHNICIAN II	61
2020	REAL ESTATE OFFICER	54

**APPENDIX A  
HMEA CLASSIFICATION PLAN  
TABLE OF CONTENTS**

<u>CODE</u>	<u>JOB CLASS</u>	<u>PAGE</u>
2033	REAL ESTATE SERVICES MANAGER	55
0519	RECORDS MANAGER	53
6112	RECREATION SUPERVISOR AQUATICS	57
4240	REHABILITATION SPECIALIST	48
4239	REHABILITATION SPECIALIST II	48
0038	REPRODUCTION/GRAPHIC MANAGER	52
6103	ROVING YOUTH LEADER	57
4032	SANITATION SECTION LEADER	46
5095	SCHOOL CROSSING GUARD SUPERVISOR	50
5262	SEALER OF WEIGHTS & MEASURE	48
0309	SENIOR ACCOUNTANT	52
0520	SENIOR ADMINISTRATIVE ASSISTANT	52
0343	SENIOR ASSESSMENT TECHNICIAN	53
0212	SENIOR BUYER	53
3638	SENIOR DAY CARE TEACHER	50
3625	SENIOR FIELD REPRESENTATIVE	51
2029	SENIOR PROJECT MANAGER	54
0320	SENIOR SYSTEMS ANALYST	43
0324	SENIOR SYSTEMS PROGRAMMER	43
4080	SIDEWALK REPAIR SECTION LEADER	60
4338	SIGN SHOP SECTION LEADER	60
3621	SOCIAL WORKER II	50
3623	SOCIAL WORKER III	51
5263	SOLID WASTE & RECYCLING INSPECTOR	48
4092	STREET CLEANING SECTION LEADER	46
4083	STREET MAINTENANCE SECTION LEADER	46
4245	SUPERINTENDENT OF CITY BUILDINGS	61
6080	SUPERINTENDENT OF PARKS	58
6142	SUPERINTENDENT OF RECREATION	58
4033	SUPERINTENDENT OF SOLID WASTE & RECYCLING	47
4085	SUPERINTENDENT OF STREETS	47
0303	SUPERVISING ACCOUNT CLERK	41
0332	SUPERVISING CASHIER	41
0375	SUPERVISING PAYROLL MANAGER	55
6052	SUPERVISING SEXTON	46
0509	SUPERVISOR OF ADMINISTRATIVE SERVICES	53
0304	SUPERVISOR OF COLLECTIONS	41
0506	SUPERVISOR OF LICENSES AND PERMITS	53
0305	SUPERVISOR OF RECORDS	41
610P	SUPERVISOR RECREATION SPECIALIST (Part-Time)	59
4012	SUPPLY ROOM SECTION LEADER	46
2013	SURVEY SUPERVISOR	45
0321	SYSTEMS PROGRAMMER	43
0365	TAX COLLECTOR	55
0357	TAX INVESTIGATING SUPERVISOR	51
0534	TECHNICAL SUPPORT MANAGER	44
2030	TRANSPORTATION COORDINATOR	54
0609	VITAL RECORDS REGISTRAR	53

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**CLERICAL SERIES**

<u>CODE CLASS</u>	<u>% INCR</u>	<u>DATE</u>	<u>BASE RATE</u>	<u>1/2 YEAR</u>	<u>1ST YEAR</u>	<u>1 1/2 YEAR</u>	<u>2ND YEAR</u>	<u>3RD YEAR</u>	<u>4TH YEAR</u>	<u>5TH YEAR</u>	<u>6TH YEAR</u>	<u>5% IN LIEU<sup>1</sup></u>
0071 ADMINISTRATIVE CLERK (old CC: 0005)		1/1/2007	1236.00	1298.00	1359.50	1421.50	1483.00					N/A
0669 BENEFITS ASSISTANT	3.25%	7/1/2007	1276.17	1339.99	1403.79	1467.60	1531.40					N/A
0303 SUPERVISING ACCOUNT CLERK	2.00%	7/6/2008	1301.69	1366.77	1431.86	1496.94	1562.03					N/A
0332 SUPERVISING CASHIER	1.50%	1/4/2009	1321.22	1387.28	1453.34	1519.40	1585.46					N/A
0304 SUPERVISOR OF COLLECTIONS	3.00%	7/4/2010	1360.86	1428.90	1496.95	1564.99	1633.03					N/A
0305 SUPERVISOR OF RECORDS	2.00%	7/3/2011	1388.08	1457.48	1526.89	1596.29	1665.70					N/A
	2.00%	7/1/2012	1416.84	1486.63	1557.42	1628.22	1699.01					N/A
	1.00%	1/6/2013	1430.00	1501.50	1573.00	1644.50	1716.00					N/A

0071 ADMINISTRATIVE CLERK (old CC: 0005)  
0669 BENEFITS ASSISTANT  
0303 SUPERVISING ACCOUNT CLERK  
0332 SUPERVISING CASHIER  
0304 SUPERVISOR OF COLLECTIONS  
0305 SUPERVISOR OF RECORDS

<sup>1</sup> Full-Time job classifications shown as bi-weekly rates.  
Part-Time job classifications shown as hourly rates.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

CUSTODIAL SERIES

APPENDIX A  
HIMEA CLASSIFICATION PLAN AND PAY RATES

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
1013 NIGHT CLEANING SUPERVISOR		1/1/2007	1195.00		1255.00	1314.50	1374.50	1434.00			1494.00
	3.25%	7/1/2007	1233.84		1295.53	1357.22	1418.92	1480.61			1542.30
	2.00%	7/6/2008	1258.52		1321.45	1384.37	1447.30	1510.22			1573.15
	1.50%	1/4/2009	1277.40		1341.27	1405.14	1469.01	1532.88			1596.75
	3.00%	7/4/2010	1315.72		1381.51	1447.29	1513.08	1578.86			1644.65
	2.00%	7/9/2011	1342.03		1409.13	1476.23	1543.33	1610.44			1677.54
	2.00%	7/1/2012	1368.87		1437.31	1505.76	1574.20	1642.64			1711.09
	1.00%	1/6/2013	1382.56		1451.89	1520.82	1589.94	1659.07			1728.20
		1/1/2007	1373.00		1441.50	1510.50	1579.00	1647.50			1716.50
	3.25%	7/1/2007	1417.62		1489.50	1559.38	1629.26	1701.14			1772.03
2.00%	7/6/2008	1445.97		1519.27	1590.57	1662.87	1735.16			1807.46	
1.50%	1/4/2009	1467.66		1541.04	1614.43	1687.81	1761.19			1834.58	
3.00%	7/4/2010	1511.69		1587.27	1662.86	1738.44	1814.03			1889.61	
2.00%	7/9/2011	1541.92		1619.02	1696.11	1773.21	1850.30			1927.40	
2.00%	7/1/2012	1572.76		1651.40	1730.04	1808.67	1887.31			1965.95	
1.00%	1/6/2013	1588.49		1667.91	1747.34	1826.78	1906.19			1985.61	
	1/1/2007	1440.00		1512.00	1584.00	1656.00	1728.00			1800.00	
3.25%	7/1/2007	1486.80		1561.14	1635.48	1709.82	1784.16			1858.50	
2.00%	7/6/2008	1516.64		1592.37	1668.19	1744.02	1819.85			1895.68	
1.50%	1/4/2009	1539.29		1616.25	1693.22	1770.18	1847.15			1924.11	
3.00%	7/4/2010	1595.47		1684.74	1774.02	1863.29	1952.56			1981.84	
2.00%	7/9/2011	1617.18		1698.04	1778.90	1859.76	1940.62			2021.48	
2.00%	7/1/2012	1648.52		1732.00	1814.47	1896.95	1979.42			2061.90	
1.00%	1/6/2013	1665.02		1749.32	1832.62	1916.92	1999.22			2082.53	

1015 BUILDING MAINTENANCE SECTION LEADER

Full-Time job classifications shown as bi-weekly rates.  
Part-Time job classifications shown as hourly rates.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

DATA PROCESSING SERIES

APPENDIX A  
HIMEA CLASSIFICATION PLAN AND PAY RATES

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>	
0122 DATA PROCESSING OPERATION SUPERVISOR		1/1/2007	1396.00	1466.00	1536.50	1606.50	1675.00	1745.00	1815.00		1884.50	
	3.25%	7/1/2007	1441.37	1513.44	1585.51	1657.58	1729.64	1801.71	1873.78		1945.85	
	2.00%	7/6/2008	1470.20	1543.71	1617.22	1690.73	1764.24	1837.75	1911.26		1984.77	
	1.50%	1/4/2009	1492.25	1566.86	1641.48	1716.09	1790.70	1865.31	1939.93		2014.54	
	3.00%	7/4/2010	1537.02	1613.87	1690.72	1767.57	1844.42	1921.28	1998.13		2074.98	
	2.00%	7/9/2011	1587.78	1646.15	1724.54	1802.92	1881.31	1959.70	2038.09		2116.48	
	2.00%	7/1/2012	1599.12	1679.08	1759.03	1838.99	1918.94	1998.90	2078.86		2158.81	
	1.00%	1/6/2013	1615.11	1695.87	1776.62	1857.38	1938.13	2018.89	2099.64		2180.40	
		1/1/2007	1870.50	1964.00	2057.50	2151.00	2244.50	2338.00	2431.50	2525.00		2625.00
	3.25%	7/1/2007	1931.29	2027.85	2124.42	2220.98	2317.55	2414.11	2510.68	2607.24		2703.80
2.00%	7/6/2008	1969.92	2068.44	2166.91	2265.41	2363.90	2462.40	2560.90	2659.39		2757.88	
1.50%	1/4/2009	1999.47	2099.44	2199.42	2299.39	2399.36	2499.34	2599.31	2699.28		2799.25	
3.00%	7/4/2010	2059.45	2162.42	2265.40	2368.37	2471.34	2574.31	2677.28	2780.26		2883.23	
2.00%	7/9/2011	2100.64	2205.62	2310.70	2415.74	2520.79	2625.80	2730.83	2835.86		2940.89	
2.00%	7/1/2012	2142.65	2249.78	2356.92	2464.05	2571.18	2678.31	2785.45	2892.58		2999.71	
1.00%	1/6/2013	2164.08	2272.28	2380.49	2488.69	2596.89	2705.10	2813.30	2921.51		3029.71	
	1/1/2007	2061.00	2164.00	2267.00	2370.00	2473.00	2576.00	2679.00	2782.00		2885.00	
3.25%	7/1/2007	2127.88	2234.39	2340.78	2447.18	2553.58	2659.98	2766.37	2872.77		2979.17	
2.00%	7/6/2008	2170.54	2279.07	2387.59	2496.12	2604.65	2713.18	2821.71	2930.23		3038.76	
1.50%	1/4/2009	2203.40	2313.26	2423.41	2533.56	2643.72	2753.88	2864.03	2974.19		3084.34	
3.00%	7/4/2010	2289.19	2382.85	2486.11	2589.57	2693.03	2796.49	2899.95	3003.41		3106.87	
2.00%	7/9/2011	2314.57	2430.30	2486.03	2601.76	2717.49	2833.21	2948.94	3064.67		3180.40	
2.00%	7/1/2012	2360.86	2480.90	2506.95	2714.99	2833.03	2951.08	3069.12	3187.16		3305.20	
1.00%	1/6/2013	2384.47	2503.69	2622.92	2742.14	2861.36	2980.59	3099.81	3219.03		3339.26	
	1/1/2007	2167.00	2275.50	2384.00	2492.50	2600.50	2708.50	2816.50	2924.50		3032.50	
3.25%	7/1/2007	2237.43	2346.30	2454.62	2562.94	2671.26	2779.58	2887.90	2996.22		3104.54	
2.00%	7/6/2008	2282.18	2396.29	2510.40	2624.51	2738.62	2852.73	2966.83	3080.94		3195.05	
1.50%	1/4/2009	2316.41	2432.23	2548.05	2663.87	2779.69	2895.51	3011.33	3127.15		3242.97	
3.00%	7/4/2010	2385.90	2505.20	2624.49	2743.79	2863.08	2982.38	3101.67	3220.97		3340.26	
2.00%	7/9/2011	2433.62	2555.30	2676.98	2798.66	2920.34	3042.02	3163.71	3285.39		3406.07	
2.00%	7/1/2012	2482.29	2608.40	2730.52	2854.63	2978.75	3102.86	3226.98	3351.09		3471.81	
1.00%	1/6/2013	2507.11	2632.47	2757.82	2883.18	3008.53	3133.89	3259.24	3384.60		3507.00	
	1/1/2007	2272.00	2385.50	2499.00	2613.00	2726.50	2840.00	2953.50	3067.00		3180.50	
3.25%	7/1/2007	2346.64	2463.13	2580.42	2697.72	2815.01	2932.30	3049.59	3166.88		3284.17	
2.00%	7/6/2008	2392.76	2512.40	2631.04	2749.68	2868.32	2986.96	3105.59	3224.23		3342.87	
1.50%	1/4/2009	2428.65	2550.08	2671.52	2792.95	2914.39	3035.81	3157.25	3278.68		3400.11	
3.00%	7/4/2010	2501.51	2626.59	2751.66	2876.74	3001.81	3126.89	3251.96	3377.04		3502.11	
2.00%	7/9/2011	2551.54	2679.12	2806.69	2934.27	3061.85	3189.43	3317.00	3444.58		3572.16	
2.00%	7/1/2012	2602.57	2732.70	2862.83	2992.96	3123.08	3253.21	3383.34	3513.47		3642.61	
1.00%	1/6/2013	2628.60	2760.03	2891.46	3022.89	3154.32	3285.75	3417.18	3548.61		3679.04	

Full-Time job classifications shown as bi-weekly rates.  
Part-Time job classifications shown as hourly rates.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation



**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**EQUIPMENT OPERATION SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
4012 SUPPLY ROOM SECTION LEADER		1/1/2007	1254.00	1316.75	1379.50	1442.25	1505.00	1567.75	1630.50	1693.25	1587.50
	3.25%	7/1/2007	1294.75	1366.68	1428.61	1490.54	1552.47	1614.40	1676.33	1738.26	1618.44
	2.00%	7/6/2008	1320.65	1407.48	1474.31	1541.14	1607.97	1674.80	1741.63	1808.46	1650.81
	1.50%	1/4/2009	1340.46	1449.70	1518.94	1588.18	1657.42	1726.66	1795.90	1865.14	1675.98
	3.00%	7/4/2010	1380.67	1498.27	1566.87	1635.47	1704.07	1772.67	1841.27	1909.87	1725.94
	2.00%	7/3/2011	1408.28	1533.35	1601.95	1670.55	1739.15	1807.75	1876.35	1944.95	1760.35
	2.00%	7/1/2012	1438.45	1573.35	1642.95	1712.55	1782.15	1851.75	1921.35	1990.95	1785.56
	1.00%	1/6/2013	1450.81	1595.35	1664.95	1734.55	1804.15	1873.75	1943.35	2012.95	1813.51
	3.25%	7/1/2007	1320.50	1386.50	1452.50	1518.50	1584.50	1650.50	1716.50	1782.50	1650.75
	2.00%	7/6/2008	1360.69	1431.59	1502.49	1573.39	1644.29	1715.19	1786.09	1856.99	1704.28
4018 FORESTRY SECTION LEADER	2.00%	7/6/2008	1390.69	1466.22	1541.75	1617.28	1692.81	1768.34	1843.87	1919.40	1738.36
	1.80%	1/4/2009	1411.55	1492.13	1572.71	1653.29	1733.87	1814.45	1895.03	1975.61	1764.44
	3.00%	7/4/2010	1453.90	1536.60	1619.30	1702.00	1784.70	1867.40	1950.10	2032.80	1817.38
	2.00%	7/3/2011	1482.98	1571.13	1659.27	1747.42	1835.56	1923.70	2011.85	2100.00	1853.73
	2.00%	7/1/2012	1512.64	1606.27	1699.90	1793.53	1887.16	1980.79	2074.42	2168.05	1880.80
	1.00%	1/6/2013	1527.77	1626.35	1724.93	1823.51	1922.09	2020.67	2119.25	2217.83	1909.71
	3.25%	7/1/2007	1383.75	1453.00	1522.25	1591.50	1660.75	1730.00	1799.25	1868.50	1729.75
	2.00%	7/6/2008	1428.72	1500.16	1571.59	1643.03	1714.46	1785.90	1857.33	1928.77	1785.90
	1.50%	1/4/2009	1479.15	1553.11	1627.07	1701.02	1774.98	1848.94	1922.90	1996.86	1821.61
	3.00%	7/4/2010	1523.52	1599.70	1675.87	1752.05	1828.22	1904.40	1980.57	2056.75	1848.94
4014 PUBLIC WORKS SECTION LEADER	2.00%	7/3/2011	1553.99	1631.69	1709.39	1787.09	1864.79	1942.49	2020.19	2097.89	1904.40
	2.00%	7/1/2012	1595.07	1684.32	1773.57	1862.82	1952.07	2041.32	2130.57	2219.82	1942.49
	1.00%	1/6/2013	1600.92	1690.97	1781.01	1871.06	1961.10	2051.15	2141.20	2231.25	1981.34
	3.25%	7/1/2007	1452.90	1525.25	1597.59	1670.00	1742.40	1814.80	1887.20	1959.60	1815.75
	2.00%	7/6/2008	1499.71	1574.70	1649.69	1724.67	1799.66	1874.64	1949.63	2024.62	1874.64
	1.50%	1/4/2009	1529.70	1606.19	1682.67	1759.16	1835.64	1912.13	1988.62	2065.11	1912.13
	3.00%	7/4/2010	1552.65	1630.28	1707.92	1785.55	1863.18	1940.81	2018.44	2096.07	1940.81
	2.00%	7/3/2011	1631.21	1712.77	1794.33	1875.89	1957.45	2039.01	2120.57	2202.13	1989.04
	2.00%	7/1/2012	1663.83	1747.02	1830.21	1913.40	1996.60	2079.79	2162.98	2246.17	2039.01
	1.00%	1/6/2013	1680.47	1764.49	1848.52	1932.54	2016.56	2100.59	2184.61	2268.63	2079.79
4086 PUBLIC WORKS ASSISTANT SUPERINTENDENT (old CC: 4084, 6065)	3.25%	7/1/2007	1653.29	1735.95	1818.62	1901.28	1983.95	2066.61	2149.28	2231.94	2001.50
	2.00%	7/6/2008	1688.58	1776.68	1864.78	1952.88	2040.98	2129.08	2217.18	2305.28	2051.50
	1.50%	1/4/2009	1723.58	1816.11	1908.64	2001.17	2093.70	2186.23	2278.76	2371.29	2076.59
	3.00%	7/4/2010	1802.96	1900.47	1997.98	2095.49	2193.00	2290.51	2388.02	2485.53	2101.54
	2.00%	7/3/2011	1849.02	1951.61	2054.20	2156.79	2259.38	2361.97	2464.56	2567.15	2126.54
	2.00%	7/1/2012	1896.00	2003.60	2111.20	2218.80	2326.40	2434.00	2541.60	2649.20	2151.54
	1.00%	1/6/2013	1919.96	2032.36	2144.76	2257.16	2369.56	2481.96	2594.36	2706.76	2176.54
	3.25%	7/1/2007	1452.90	1525.25	1597.59	1670.00	1742.40	1814.80	1887.20	1959.60	1815.75
	2.00%	7/6/2008	1499.71	1574.70	1649.69	1724.67	1799.66	1874.64	1949.63	2024.62	1874.64
	1.50%	1/4/2009	1529.70	1606.19	1682.67	1759.16	1835.64	1912.13	1988.62	2065.11	1912.13

*Full-Time job classifications shown as biweekly rates.  
Part-Time job classifications shown as hourly rates.*

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**EQUIPMENT OPERATION SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
4033 SUPERINTENDENT OF SOLID WASTE & RECYCLING		1/1/2007	2441.25	2563.25	2685.25	2807.25	2929.25	3051.25	3173.25	3295.25	3295.75
	3.25%	7/1/2007	2520.59	2648.62	2776.65	2904.68	3032.71	3160.74	3288.77	3416.80	3402.80
	2.00%	7/6/2008	2571.00	2698.55	2826.10	2953.65	3081.20	3208.75	3336.30	3463.85	3470.85
	1.50%	1/4/2009	2609.56	2740.04	2870.52	3000.99	3131.47	3261.95	3392.43	3522.91	3522.91
	3.00%	7/4/2010	2697.85	2822.24	2956.64	3091.03	3225.42	3359.81	3494.20	3628.60	3628.60
	2.00%	7/3/2011	2741.61	2878.69	3015.77	3152.85	3289.93	3427.01	3564.09	3701.17	3701.17
	2.00%	7/1/2012	2796.44	2936.26	3076.08	3215.91	3355.73	3495.55	3635.37	3775.19	3775.19
	1.00%	1/6/2013	2824.40	2968.62	3106.84	3246.06	3385.28	3524.50	3663.72	3802.94	3812.94
	3.25%	7/1/2007	1653.29	1735.95	1818.62	1901.28	1983.95	2066.61	2149.28	2231.94	2231.94
	2.00%	7/6/2008	1688.58	1776.68	1864.78	1952.88	2040.98	2129.08	2217.18	2305.28	2276.59
4085 SUPERINTENDENT OF STREETS	1.50%	1/4/2009	1723.58	1816.11	1908.64	2001.17	2093.70	2186.23	2278.76	2371.29	2276.59
	3.00%	7/4/2010	1802.96	1900.47	1997.98	2095.49	2193.00	2290.51	2388.02	2485.53	2305.28
	2.00%	7/3/2011	1849.02	1951.61	2054.20	2156.79	2259.38	2361.97	2464.56	2567.15	2326.54
	2.00%	7/1/2012	1896.00	2003.60	2111.20	2218.80	2326.40	2434.00	2541.60	2649.20	2351.54
	1.00%	1/6/2013	1919.96	2032.36	2144.76	2257.16	2369.56	2481.96	2594.36	2706.76	2376.54

*Full-Time job classifications shown as biweekly rates.  
Part-Time job classifications shown as hourly rates.*

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**INSPECTORIAL SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
5263 SOLID WASTE & RECYCLING INSPECTOR		1/1/2007	1542.00	1619.00							1927.50
	3.25%	7/1/2007	1592.12	1671.73		1696.00	1733.50	1800.50			1990.15
	2.00%	7/6/2008	1623.96	1705.16		1751.33	1830.94	1910.54			2029.95
	1.50%	1/4/2009	1648.32	1730.74		1786.36	1867.55	1948.75			2069.40
	3.00%	7/4/2010	1697.77	1782.66		1847.55	1932.44	2037.32			2122.21
	2.00%	7/3/2011	1731.73	1818.32		1894.90	1991.49	2078.06			2164.66
	2.00%	7/1/2012	1766.36	1854.69		1943.90	2031.31	2119.63			2207.95
	1.00%	1/6/2013	1784.02	1873.22		1962.42	2051.62	2140.82			2230.03
		1/1/2007	1588.00	1667.50		1747.00	1826.50	1905.50			1985.00
	3.25%	7/1/2007	1639.61	1721.69		1803.57	1885.55	1967.53			2049.51
2.00%	7/6/2008	1672.40	1756.02		1839.64	1923.26	2006.86			2090.50	
1.50%	1/4/2009	1697.49	1782.36		1867.24	1952.11	2036.99			2121.86	
3.00%	7/4/2010	1748.41	1835.83		1923.25	2010.67	2098.09			2185.51	
2.00%	7/3/2011	1783.36	1872.55		1961.72	2050.89	2140.06			2229.23	
2.00%	7/1/2012	1819.05	1910.00		2000.96	2091.91	2182.86			2273.81	
1.00%	1/6/2013	1837.24	1929.10		2020.96	2112.83	2204.69			2296.55	
4240 REHABILITATION SPECIALIST		1/1/2007	1686.50	1750.00							2083.00
	3.25%	7/1/2007	1720.66	1806.69		1892.73	1978.76	2064.79			2150.63
	2.00%	7/6/2008	1755.07	1842.82		1930.58	2018.33	2106.06			2193.84
	1.50%	1/4/2009	1781.40	1870.47		1959.54	2046.61	2137.68			2226.75
	3.00%	7/4/2010	1834.84	1926.58		2018.32	2110.07	2201.81			2293.55
	2.00%	7/3/2011	1871.54	1966.12		2058.69	2152.27	2245.85			2339.43
	2.00%	7/1/2012	1908.97	2004.42		2099.87	2195.32	2290.76			2386.21
	1.00%	1/6/2013	1928.06	2024.46		2120.87	2217.27	2313.67			2410.07
		1/1/2007	1751.50	1839.00		1926.50	2014.00	2102.00			2189.50
	3.25%	7/1/2007	1808.42	1898.84		1989.26	2079.68	2170.10			2260.53
2.00%	7/6/2008	1844.59	1936.82		2029.05	2121.28	2213.51			2305.74	
1.50%	1/4/2009	1872.26	1965.87		2059.49	2153.10	2246.71			2340.32	
3.00%	7/4/2010	1928.43	2024.85		2121.27	2217.69	2314.12			2410.54	
2.00%	7/3/2011	1967.00	2065.35		2163.70	2262.05	2360.40			2458.75	
2.00%	7/1/2012	2006.34	2106.66		2206.97	2307.29	2407.61			2507.93	
1.00%	1/6/2013	2026.40	2127.72		2228.04	2330.36	2431.68			2533.00	
5255 INSPECTOR II (old CC: 5222, 5242, 5252)		1/1/2007	1839.00	1931.00		2023.00	2115.00	2207.00			2299.00
	3.25%	7/1/2007	1898.77	1993.71		2088.65	2183.59	2278.52			2373.46
	2.00%	7/6/2008	1936.75	2033.59		2130.43	2227.26	2324.10			2420.94
	1.50%	1/4/2009	1965.80	2064.09		2162.38	2260.67	2358.96			2457.25
	3.00%	7/4/2010	2024.77	2126.01		2227.25	2328.49	2428.72			2530.96
	2.00%	7/3/2011	2065.27	2168.53		2271.80	2375.06	2478.32			2581.59
	2.00%	7/1/2012	2106.56	2211.91		2317.24	2422.57	2527.90			2633.23
	1.00%	1/6/2013	2126.65	2234.03		2340.42	2446.80	2553.18			2659.56

Full-Time job classifications shown as *biweekly* rates.  
Part-Time job classifications shown as *hourly* rates.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**NURSING AND MEDICAL SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
3075 PEDIATRIC CLINIC NURSING SUPERVISOR		1/1/2007	1699.00	1784.00		1869.00	1954.00	2039.00	2124.00	2208.50	2293.50
	3.25%	7/1/2007	1754.22	1841.93		1929.64	2017.35	2105.06	2192.76	2280.49	2368.20
	2.00%	7/6/2008	1789.30	1878.77		1968.23	2057.69	2147.15	2236.63	2326.09	2415.56
	1.50%	1/4/2009	1816.14	1906.95		1997.75	2088.56	2179.37	2270.18	2360.98	2451.79
	3.00%	7/4/2010	1870.62	1964.15		2057.68	2151.21	2244.74	2338.28	2431.81	2525.34
	2.00%	7/3/2011	1908.03	2003.43		2098.83	2194.23	2289.64	2386.04	2480.44	2575.84
	2.00%	7/1/2012	1946.19	2043.50		2140.81	2238.12	2335.43	2432.74	2530.05	2627.36
	1.00%	1/6/2013	1965.66	2063.93		2162.22	2260.50	2358.78	2457.06	2555.35	2653.63
		1/1/2007	2009.50	2110.00		2210.50	2311.00	2411.50	2512.00	2612.50	2713.00
	3.25%	7/1/2007	2074.81	2178.55		2282.29	2386.03	2489.77	2593.51	2697.25	2800.99
2.00%	7/6/2008	2116.31	2222.13		2327.94	2433.76	2539.57	2645.39	2751.20	2857.02	
1.50%	1/4/2009	2148.05	2255.45		2362.86	2470.26	2577.66	2685.06	2792.47	2899.87	
3.00%	7/4/2010	2212.49	2323.11		2433.74	2544.36	2654.99	2765.61	2876.24	2986.86	
2.00%	7/3/2011	2256.74	2369.58		2482.41	2595.25	2708.09	2820.93	2933.76	3046.60	
2.00%	7/1/2012	2301.87	2416.96		2532.06	2647.15	2762.24	2877.34	2992.43	3107.52	
1.00%	1/6/2013	2324.89	2441.13		2557.38	2673.82	2789.87	2906.11	3022.36	3138.80	
3514 EPIDEMIOLOGIST 3071 PUBLIC HEALTH NURSING SUPERVISOR		1/1/2007	2221.50	2332.50		2443.50	2554.50	2665.50	2777.00	2888.00	2999.00
	3.25%	7/1/2007	2293.70	2408.39		2523.07	2637.76	2752.44	2867.13	2981.81	3096.50
	2.00%	7/6/2008	2339.57	2466.55		2573.53	2690.51	2807.48	2924.46	3041.44	3158.42
	1.50%	1/4/2009	2374.66	2503.39		2612.13	2730.86	2849.59	2968.33	3087.06	3205.79
	3.00%	7/4/2010	2445.90	2586.20		2690.49	2812.79	2935.08	3057.38	3179.67	3301.97
	2.00%	7/3/2011	2484.82	2619.56		2744.30	2869.04	2993.78	3118.53	3243.27	3368.01
	2.00%	7/1/2012	2544.72	2671.96		2799.19	2926.43	3053.66	3180.90	3308.14	3435.37
	1.00%	1/6/2013	2570.17	2698.68		2827.19	2955.70	3084.20	3212.71	3341.22	3469.73
		1/1/2007	2511.68	2637.50		2763.13	2888.95	3014.78	3140.60	3266.43	3392.25
	3.25%	7/1/2007	2593.51	2723.19		2852.86	2982.54	3112.22	3241.90	3371.58	3501.24
2.00%	7/6/2008	2645.39	2777.66		2909.93	3042.20	3174.46	3306.74	3439.00	3571.28	
1.50%	1/4/2009	2685.06	2819.81		2953.58	3088.33	3223.08	3357.83	3492.58	3627.33	
3.00%	7/4/2010	2765.81	2903.89		3042.18	3180.45	3318.74	3457.03	3595.32	3733.58	
2.00%	7/3/2011	2820.83	2961.98		3103.01	3244.16	3385.31	3526.46	3667.61	3808.76	
2.00%	7/1/2012	2877.04	3020.20		3165.08	3308.24	3451.39	3594.55	3737.70	3880.85	
1.00%	1/6/2013	2906.11	3051.41		3196.73	3342.03	3487.34	3632.64	3777.95	3923.25	

**NURSING AND MEDICAL SERIES (PART-TIME)**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
308P NURSE PRACTITIONER (Part-Time)		1/1/2007	2511.68	2637.50		2763.13	2888.95	3014.78	3140.60	3266.43	3392.25
	3.25%	7/1/2007	2593.51	2723.19		2852.86	2982.54	3112.22	3241.90	3371.58	3501.24
	2.00%	7/6/2008	2645.39	2777.66		2909.93	3042.20	3174.46	3306.74	3439.00	3571.28
	1.50%	1/4/2009	2685.06	2819.81		2953.58	3088.33	3223.08	3357.83	3492.58	3627.33
	3.00%	7/4/2010	2765.81	2903.89		3042.18	3180.45	3318.74	3457.03	3595.32	3733.58
	2.00%	7/3/2011	2820.83	2961.98		3103.01	3244.16	3385.31	3526.46	3667.61	3808.76
	2.00%	7/1/2012	2877.04	3020.20		3165.08	3308.24	3451.39	3594.55	3737.70	3880.85
	1.00%	1/6/2013	2906.11	3051.41		3196.73	3342.03	3487.34	3632.64	3777.95	3923.25

Full-Time job classifications shown as *biweekly* rates.  
Part-Time job classifications shown as *hourly* rates.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**PROFESSIONAL SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>	
5095 SCHOOL CROSSING GUARD SUPERVISOR		1/1/2007	1192.50	1241.50	1301.00	1360.00	1419.00					N/A	
	3.25%	7/1/2007	1220.93	1281.98	1343.02	1404.07	1465.12					N/A	
	2.00%	7/6/2008	1245.35	1307.62	1369.89	1432.15	1494.42					N/A	
	1.50%	1/4/2009	1264.03	1327.23	1390.43	1453.63	1516.84					N/A	
	3.00%	7/4/2010	1301.96	1387.05	1472.15	1557.24	1642.34					N/A	
	2.00%	7/3/2011	1327.99	1394.39	1460.79	1527.19	1593.59					N/A	
	2.00%	7/1/2012	1354.65	1422.28	1490.01	1557.73	1625.46					N/A	
	1.00%	1/6/2013	1388.10	1436.51	1504.91	1573.32	1641.72						1706.50
													1761.86
													1797.99
3425 NUTRITION CENTER SUPERVISOR		1/1/2007	1264.00	1327.00	1390.50	1453.50	1517.00	1580.00	1643.00				
	3.25%	7/1/2007	1305.08	1370.33	1435.59	1500.84	1566.10	1631.35	1696.60				
	2.00%	7/6/2008	1331.18	1397.74	1464.30	1530.86	1597.42	1663.98	1730.55				
	1.50%	1/4/2009	1351.15	1418.71	1486.27	1553.82	1621.38	1688.94	1756.50				
	3.00%	7/4/2010	1381.68	1461.26	1540.85	1620.43	1700.02	1779.60	1859.19				
	2.00%	7/3/2011	1419.51	1490.48	1561.46	1632.44	1703.41	1774.39	1845.36				
	2.00%	7/1/2012	1447.90	1520.30	1592.69	1665.09	1737.48	1809.88	1882.27				
	1.00%	1/6/2013	1462.38	1535.50	1608.62	1681.74	1754.86	1827.98	1901.09				
													1849.50
													1909.50
0086 PROPERTY MANAGER		1/1/2007	1370.00	1438.50	1507.00	1575.50	1644.00	1712.50	1781.00				
	3.25%	7/1/2007	1414.62	1485.25	1555.97	1626.70	1697.42	1768.15	1838.89				
	2.00%	7/6/2008	1442.81	1514.95	1587.09	1659.23	1731.37	1803.51	1875.65				
	1.50%	1/4/2009	1464.46	1537.67	1610.90	1684.12	1757.34	1830.56	1903.79				
	3.00%	7/4/2010	1508.36	1583.80	1669.22	1754.64	1840.06	1925.48	2010.90				
	2.00%	7/3/2011	1538.55	1615.48	1692.41	1769.33	1846.26	1923.19	2000.12				
	2.00%	7/1/2012	1569.32	1647.79	1726.26	1804.72	1883.18	1961.65	2040.12				
	1.00%	1/6/2013	1585.01	1664.26	1743.51	1822.76	1902.01	1981.26	2060.51				
													1884.50
													1945.85
3420 NUTRITIONIST II		1/1/2007	1388.00	1466.00	1544.00	1622.00	1700.00	1778.00	1856.00				
	3.25%	7/1/2007	1441.37	1513.44	1585.51	1657.58	1729.64	1801.71	1873.78				
	2.00%	7/6/2008	1470.20	1543.71	1617.22	1690.73	1764.24	1837.75	1911.26				
	1.50%	1/4/2009	1492.25	1566.86	1641.48	1716.09	1790.70	1865.31	1939.93				
	3.00%	7/4/2010	1537.02	1613.87	1690.72	1767.57	1844.42	1921.28	1998.13				
	2.00%	7/3/2011	1567.76	1646.15	1724.54	1802.92	1881.31	1959.70	2038.09				
	2.00%	7/1/2012	1599.12	1679.08	1759.03	1838.99	1918.94	1998.90	2078.85				
	1.00%	1/6/2013	1615.11	1695.87	1776.62	1857.38	1938.13	2018.89	2099.64				
													1920.50
													1982.79
0529 ADMINISTRATIVE ASSISTANT (old CC: 0917)		1/1/2007	1422.50	1493.50	1565.00	1636.00	1707.00	1778.00	1849.50				
	3.25%	7/1/2007	1468.73	1542.17	1615.60	1689.04	1762.48	1835.91	1909.35				
	2.00%	7/6/2008	1498.10	1573.01	1647.91	1722.82	1797.72	1872.63	1947.53				
	1.50%	1/4/2009	1520.57	1596.60	1672.63	1748.66	1824.69	1900.71	1976.74				
	3.00%	7/4/2010	1566.19	1644.50	1722.81	1801.12	1879.43	1957.74	2036.05				
	2.00%	7/3/2011	1597.51	1677.39	1757.26	1837.14	1917.01	1996.89	2076.76				
	2.00%	7/1/2012	1629.46	1710.93	1792.41	1873.88	1955.35	2036.83	2118.30				
	1.00%	1/6/2013	1645.75	1728.04	1810.33	1892.61	1974.90	2057.19	2139.48				
													1920.50
													1982.79

*Full-Time job classifications shown as blowsky rates.  
Part-Time job classifications shown as hantz rates.*

<sup>1</sup> Job class receives addtl 5% step  
IN LIEU of overtime compensation.

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**PROFESSIONAL SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>	
6306 ASSISTANT TOWN CLERK		1/1/2007	1462.50	1535.50	1609.00	1682.00	1755.00	1828.00	1901.50			1974.50	
	3.25%	7/1/2007	1510.03	1585.53	1661.03	1736.53	1812.04	1887.54	1963.04			2038.54	
	2.00%	7/6/2008	1540.23	1617.24	1694.25	1771.26	1848.28	1925.29	2002.30			2110.50	
	1.50%	1/4/2009	1560.33	1641.50	1719.66	1797.83	1876.00	1954.16	2032.33			2173.81	
	3.00%	7/4/2010	1610.23	1690.74	1771.25	1851.76	1932.28	2012.79	2093.30			2217.28	
	2.00%	7/3/2011	1642.43	1724.55	1806.67	1888.79	1970.92	2053.04	2135.16			2261.63	
	2.00%	7/1/2012	1675.28	1759.04	1842.81	1926.57	2010.34	2094.10	2177.86			2261.63	
	1.00%	1/6/2013	1692.03	1776.63	1861.23	1945.83	2030.44	2115.04	2199.64			2284.24	
													2054.00
													2120.78
3421 NUTRITIONIST III		1/1/2007	1521.50	1597.50	1673.50	1749.50	1826.00	1902.00	1978.00				
	3.25%	7/1/2007	1570.95	1649.50	1728.05	1806.59	1885.14	1963.69	2042.24				
	2.00%	7/6/2008	1602.37	1682.49	1762.61	1842.73	1922.84	2002.96	2083.08				
	1.50%	1/4/2009	1628.41	1707.73	1789.05	1870.37	1951.69	2033.01	2114.33				
	3.00%	7/4/2010	1675.20	1758.96	1842.72	1926.48	2010.24	2094.00	2177.76				
	2.00%	7/3/2011	1708.70	1794.14	1879.57	1965.00	2050.44	2135.88	2221.31				
	2.00%	7/1/2012	1742.87	1830.01	1917.16	2004.30	2091.44	2178.58	2265.73				
	1.00%	1/6/2013	1760.30	1846.32	1936.33	2024.34	2112.36	2200.38	2288.39				
													2073.50
													2140.99
6357 TAX INVESTIGATING SUPERVISOR		1/1/2007	1536.00	1613.00	1689.50	1766.50	1843.00	1920.00	1997.00				
	3.25%	7/1/2007	1585.92	1665.22	1744.51	1823.81	1903.10	1982.40	2061.70				
	2.00%	7/6/2008	1617.64	1698.52	1779.40	1860.29	1941.17	2022.05	2102.93				
	1.50%	1/4/2009	1641.90	1724.00	1806.09	1888.19	1970.28	2052.38	2134.47				
	3.00%	7/4/2010	1691.16	1775.72	1860.28	1944.83	2029.39	2113.95	2198.51				
	2.00%	7/3/2011	1724.98	1811.23	1897.48	1983.73	2069.98	2156.23	2242.47				
	2.00%	7/1/2012	1759.48	1847.45	1935.43	2023.40	2111.38	2199.35	2287.32				
	1.00%	1/6/2013	1777.07	1865.92	1954.78	2043.63	2132.48	2221.34	2310.19				
													2080.50
													2150.42
3625 SENIOR FIELD REPRESENTATIVE		1/1/2007	1548.50	1626.00	1703.50	1781.00	1858.00	1935.50	2013.00				
	3.25%	7/1/2007	1598.83	1678.77	1758.71	1838.65	1918.60	1998.54	2078.46				
	2.00%	7/6/2008	1630.81	1712.35	1793.89	1875.43	1956.97	2038.51	2120.05				
	1.50%	1/4/2009	1655.27	1738.03	1820.80	1903.56	1986.32	2069.09	2151.85				
	3.00%	7/4/2010	1704.93	1790.18	1875.42	1960.67	2045.92	2131.16	2216.41				
	2.00%	7/3/2011	1739.03	1825.98	1912.93	1999.88	2086.84	2173.79	2260.74				
	2.00%	7/1/2012	1773.81	1862.50	1951.19	2039.88	2128.57	2217.26	2305.95				
	1.00%	1/6/2013	1791.55	1881.13	1970.71	2060.28	2149.86	2239.44	2329.01				
													2080.50
													2150.42
6315 FISCAL OFFICER		1/1/2007	1613.50	1694.00	1775.00	1855.50	1936.00	2017.00	2097.50				
	3.25%	7/1/2007	1665.94	1749.24	1832.53	1915.83	1999.13	2082.43					

PROFESSIONAL SERIES

APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
0540 INVESTMENT ANALYST (old CC: 0637)		1/1/2007	1620.00	1710.50	1792.00	1873.50	1955.00	2036.50	2117.50	2199.00	2199.00
	3.25%	7/1/2007	1681.94	1766.04	1850.13	1934.23	2018.33	2102.43	2186.52	2270.62	2270.62
	2.00%	7/6/2008	1715.58	1801.36	1887.14	1972.92	2058.70	2144.48	2230.25	2316.03	2316.03
	1.50%	7/4/2009	1741.31	1828.38	1915.44	2002.51	2089.57	2176.64	2263.70	2350.77	2350.77
	3.00%	7/4/2010	1793.55	1883.23	1972.91	2062.58	2152.26	2241.94	2331.62	2421.28	2421.28
	2.00%	7/3/2011	1829.42	1920.89	2012.36	2103.83	2195.30	2286.77	2378.25	2469.72	2469.72
	2.00%	7/1/2012	1866.01	1959.31	2052.61	2145.91	2239.21	2332.51	2425.81	2519.11	2519.11
	1.00%	1/6/2013	1884.67	1978.90	2073.14	2167.37	2261.60	2355.84	2450.07	2544.30	2544.30
3516 HOUSING CODE ENFORCEMENT SUPERVISOR		1/1/2007	1695.00	1760.50	1826.00	1891.50	1957.00	2022.50	2088.00	2153.50	2153.50
	3.25%	7/1/2007	1739.76	1806.75	1873.74	1940.73	2007.72	2074.71	2141.70	2208.69	2208.69
	2.00%	7/6/2008	1774.56	1843.29	1912.02	1980.74	2049.47	2118.20	2186.93	2255.66	2255.66
	1.50%	7/4/2009	1801.18	1871.24	1941.30	2011.36	2081.42	2151.48	2221.53	2291.59	2291.59
	3.00%	7/4/2010	1855.22	1940.74	2026.26	2111.78	2197.30	2282.82	2368.34	2453.86	2453.86
	2.00%	7/3/2011	1892.32	1986.94	2081.55	2176.17	2270.78	2365.40	2460.02	2554.63	2554.63
	2.00%	7/1/2012	1930.17	2026.68	2123.19	2219.70	2316.21	2412.71	2509.22	2605.73	2605.73
	1.00%	1/6/2013	1949.47	2046.94	2144.42	2241.89	2339.36	2436.84	2534.31	2631.78	2631.78
0520 SENIOR ADMINISTRATIVE ASSISTANT		1/1/2007	1690.50	1775.00	1859.50	1944.00	2028.50	2113.00	2197.50	2282.00	2282.00
	3.25%	7/1/2007	1745.44	1832.71	1919.98	2007.26	2094.53	2181.80	2269.07	2356.34	2356.34
	2.00%	7/6/2008	1780.35	1869.37	1958.39	2047.40	2136.42	2225.44	2314.46	2403.47	2403.47
	1.50%	7/4/2009	1807.06	1897.41	1987.77	2078.12	2168.47	2258.82	2349.18	2439.53	2439.53
	3.00%	7/4/2010	1861.27	1954.33	2047.40	2140.46	2233.52	2326.59	2419.65	2512.71	2512.71
	2.00%	7/3/2011	1898.50	1993.43	2088.35	2183.27	2278.20	2373.13	2468.05	2562.98	2562.98
	2.00%	7/1/2012	1936.47	2033.29	2130.12	2226.94	2323.76	2420.59	2517.41	2614.23	2614.23
	1.00%	1/6/2013	1955.83	2053.62	2151.41	2249.20	2347.00	2444.79	2542.58	2640.37	2640.37
5091 COMMUNITY RELATIONS SPECIALIST		1/1/2007	1690.00	1784.00	1869.00	1954.00	2039.00	2124.00	2209.00	2294.00	2294.00
	3.25%	7/1/2007	1754.22	1841.93	1929.64	2017.35	2105.06	2192.78	2280.49	2368.20	2368.20
	2.00%	7/6/2008	1789.30	1878.77	1968.23	2057.69	2147.16	2236.63	2326.09	2415.56	2415.56
	1.50%	7/4/2009	1816.14	1906.95	1997.75	2088.56	2179.37	2270.18	2360.98	2451.79	2451.79
	3.00%	7/4/2010	1870.62	1967.68	2057.68	2151.21	2244.74	2338.28	2431.81	2525.34	2525.34
	2.00%	7/3/2011	1906.03	2003.43	2098.83	2194.23	2289.64	2385.04	2480.44	2575.84	2575.84
	2.00%	7/1/2012	1946.19	2043.50	2140.81	2238.12	2335.43	2432.74	2530.05	2627.36	2627.36
	1.00%	1/6/2013	1965.65	2063.93	2162.22	2260.50	2358.78	2457.06	2555.35	2653.63	2653.63
0038 REPRODUCTION/GRAPHIC MANAGER		1/1/2007	1690.00	1784.00	1869.00	1954.00	2039.00	2124.00	2209.00	2294.00	2294.00
	3.25%	7/1/2007	1754.22	1841.93	1929.64	2017.35	2105.06	2192.78	2280.49	2368.20	2368.20
	2.00%	7/6/2008	1789.30	1878.77	1968.23	2057.69	2147.16	2236.63	2326.09	2415.56	2415.56
	1.50%	7/4/2009	1816.14	1906.95	1997.75	2088.56	2179.37	2270.18	2360.98	2451.79	2451.79
	3.00%	7/4/2010	1870.62	1967.68	2057.68	2151.21	2244.74	2338.28	2431.81	2525.34	2525.34
	2.00%	7/3/2011	1906.03	2003.43	2098.83	2194.23	2289.64	2385.04	2480.44	2575.84	2575.84
	2.00%	7/1/2012	1946.19	2043.50	2140.81	2238.12	2335.43	2432.74	2530.05	2627.36	2627.36
	1.00%	1/6/2013	1965.65	2063.93	2162.22	2260.50	2358.78	2457.06	2555.35	2653.63	2653.63

Full-Time job classifications shown as bi-weekly rates.  
Part-Time job classifications shown as hourly rates.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

PROFESSIONAL SERIES

APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
5094 PUBLIC SAFETY COMMUNICATIONS SUPERVISOR		1/1/2007	1733.75	1820.50	1907.25	1993.75	2080.50	2167.25	2254.00	2340.50	2340.50
	3.25%	7/1/2007	1790.10	1879.61	1968.11	2056.61	2145.12	2233.63	2322.13	2410.64	2410.64
	2.00%	7/6/2008	1823.90	1917.20	2008.49	2099.78	2191.08	2282.38	2373.67	2464.97	2464.97
	1.50%	7/4/2009	1853.29	1945.95	2038.62	2131.28	2223.95	2316.61	2409.28	2501.94	2501.94
	3.00%	7/4/2010	1908.89	2004.33	2099.78	2195.22	2290.67	2386.11	2481.56	2577.00	2577.00
	2.00%	7/3/2011	1947.07	2044.42	2141.78	2239.13	2336.48	2433.84	2531.19	2628.54	2628.54
	2.00%	7/1/2012	1988.01	2085.31	2184.61	2283.91	2383.21	2482.51	2581.81	2681.11	2681.11
	1.00%	1/6/2013	2005.87	2108.16	2206.46	2306.75	2407.04	2507.34	2607.63	2707.92	2707.92
0515 GENERAL ASSISTANT		1/1/2007	1779.50	1888.50	1997.50	2106.50	2215.50	2324.50	2433.50	2542.50	2542.50
	3.25%	7/1/2007	1837.33	1929.20	2021.06	2112.93	2204.80	2296.66	2388.53	2480.40	2480.40
	2.00%	7/6/2008	1874.08	1967.78	2061.49	2155.19	2248.90	2342.60	2436.30	2530.01	2530.01
	1.50%	7/4/2009	1902.19	1997.30	2092.41	2187.52	2282.63	2377.74	2472.85	2567.96	2567.96
	3.00%	7/4/2010	1958.26	2057.22	2155.19	2253.15	2351.11	2449.07	2547.04	2645.00	2645.00
	2.00%	7/3/2011	1988.46	2096.37	2196.30	2296.22	2396.14	2496.06	2595.99	2695.91	2695.91
	2.00%	7/1/2012	2038.42	2140.34	2242.26	2344.18	2446.10	2548.03	2649.95	2751.87	2751.87
	1.00%	1/6/2013	2058.80	2161.74	2264.68	2367.62	2470.56	2573.50	2676.44	2779.38	2779.38
0532 BENEFITS COORDINATOR		1/1/2007	1870.50	1984.00	2097.50	2211.00	2324.50	2438.00	2551.50	2665.00	2665.00
	3.25%	7/1/2007	1931.29	2027.85	2124.42	2220.98	2317.55	2414.11	2510.68	2607.24	2607.24
	2.00%	7/6/2008	1969.92	2068.42	2166.91	2265.41	2363.90	2462.40	2560.90	2659.39	2659.39
	1.50%	7/4/2009	1999.47	2099.44	2199.42	2299.39	2399.36	2499.34	2599.29	2699.28	2699.28
	3.00%	7/4/2010	2059.45	2162.42	2265.40	2368.37	2471.34	2574.31	2677.29	2780.26	2780.26
	2.00%	7/3/2011	2100.64	2205.67	2310.70	2415.74	2520.77	2625.80	2730.83	2835.86	2835.86
	2.00%	7/1/2012	2142.65	2249.78	2356.92	2464.05	2571.18	2678.31	2785.45	2892.58	2892.58
	1.00%	1/6/2013	2164.08	2272.28	2380.48	2488.69	2596.89	2705.10	2813.30	2921.51	2921.51
3608 CASE WORK SUPERVISOR		1/1/2007	1866.50	2065.00	2263.50	2462.00	2660.50	2859.00	3057.50	3256.00	3256.00
	3.25%	7/1/2007	2030.41	2131.93	2233.45	2334.97	2436.49	2538.01	2639.53	2741.05	2741.05
	2.00%	7/6/2008	2071.02	2174.57	2278.12	2381.67	2485.22	2588.77	2692.33	2795.88	2795.88
	1.50%	7/4/2009	2102.09	2207.19	2312.30	2417.40	2522.51	2627.61	2732.72	2837.82	2837.82
	3.00%	7/4/2010	2168.15	2273.45	2381.67	2489.92	2598.18	2706.44	2814.70	2922.95	2922.95
	2.00%	7/3/2011	2206.45	2316.87	2429.50	2539.92	2650.34	2760.76	2871.19	2981.61	2981.61
	2.00%	7/1/2012	2262.62	2385.25	2477.88	2590.51	2703.14	2815.77	2928.41	3041.04	3041.04
	1.00%	1/6/2013	2276.15	2398.91	2502.67	2616.42	2730.18	2843.94	2957.70	3071.45	3071.45

Full-Time job classifications shown as bi-weekly rates.  
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<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

PROFESSIONAL SERIES

APPENDIX A  
HIMEA CLASSIFICATION PLAN AND PAY RATES

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
<b>2025 PROJECT MANAGER</b>											
		1/1/2007	2046.00	2148.50							
	3.25%	7/1/2007	2112.49	2216.11							
	1.00%	7/6/2008	2154.74	2262.48							
	1.50%	1/4/2009	2187.06	2296.41							
	3.00%	7/4/2010	2252.67	2365.30							
	2.00%	7/3/2011	2297.72	2412.61							
	2.00%	7/1/2012	2343.67	2460.85							
	1.00%	1/6/2013	2367.11	2485.47							
<b>0351 AUDITOR</b>											
		1/1/2007	2061.00	2164.00							
	3.25%	7/1/2007	2127.98	2234.38							
	2.00%	7/6/2008	2170.54	2278.07							
	1.50%	1/4/2009	2203.10	2313.26							
	3.00%	7/4/2010	2268.19	2382.65							
	2.00%	7/3/2011	2314.57	2430.30							
	2.00%	7/1/2012	2360.86	2478.90							
	1.00%	1/6/2013	2384.47	2503.69							
<b>0551 DEPUTY DEVELOPMENT DIRECTOR</b>											
		1/1/2007	2120.50	2226.50							
	3.25%	7/1/2007	2189.42	2298.89							
	2.00%	7/6/2008	2233.21	2344.87							
	1.50%	1/4/2009	2266.71	2380.05							
	3.00%	7/4/2010	2334.71	2461.45							
	2.00%	7/3/2011	2381.40	2500.47							
	2.00%	7/1/2012	2438.03	2550.48							
	1.00%	1/6/2013	2453.32	2575.99							
<b>0339 CHIEF ASSESSMENT TECHNICIAN</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>0514 CHIEF ASSESSMENT TECHNICIAN</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>0028 CHIEF OF ZONING ADMINISTRATION</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>0351 EMPLOYEE &amp; TRAINING COORDINATOR</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>0535 MANAGEMENT SERVICES OFFICER</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>0546 PUBLIC INFORMATION OFFICER</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>2020 REAL ESTATE OFFICER</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							
<b>2029 SENIOR PROJECT MANAGER</b>											
		1/1/2007	2167.00	2275.50							
	3.25%	7/1/2007	2237.43	2349.30							
	2.00%	7/6/2008	2282.18	2396.29							
	1.50%	1/4/2009	2316.41	2432.23							
	3.00%	7/4/2010	2386.90	2505.20							
	2.00%	7/3/2011	2433.62	2555.30							
	2.00%	7/1/2012	2482.29	2598.40							
	1.00%	1/6/2013	2507.11	2632.47							

Full-Time job classifications shown as bi-weekly rates.  
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<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

PROFESSIONAL SERIES

APPENDIX A  
HIMEA CLASSIFICATION PLAN AND PAY RATES

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
<b>5272 CHIEF OF BUILDING &amp; TRADES INSPECTION</b>											
		1/1/2007	2272.00	2385.50							
	3.25%	7/1/2007	2345.84	2463.13							
	2.00%	7/6/2008	2392.76	2512.40							
	1.50%	1/4/2009	2428.65	2590.08							
	3.00%	7/4/2010	2501.51	2676.12							
	2.00%	7/3/2011	2551.54	2732.70							
	2.00%	7/1/2012	2602.57	2792.03							
	1.00%	1/6/2013	2628.60	2760.03							
<b>3615 DEPUTY DIRECTOR OF SOCIAL SERVICES</b>											
		1/1/2007	2391.00	2510.50							
	3.25%	7/1/2007	2468.71	2592.15							
	2.00%	7/6/2008	2518.08	2643.68							
	1.50%	1/4/2009	2555.85	2683.64							
	3.00%	7/4/2010	2632.53	2764.16							
	2.00%	7/3/2011	2686.18	2819.44							
	2.00%	7/1/2012	2738.88	2875.82							
	1.00%	1/6/2013	2786.27	2904.58							
<b>3342 DIRECTOR OF LABORATORIES</b>											
		1/1/2007	2468.71	2592.15							
	3.25%	7/1/2007	2546.42	2673.13							
	2.00%	7/6/2008	2592.76	2712.40							
	1.50%	1/4/2009	2628.65	2790.08							
	3.00%	7/4/2010	2701.51	2876.12							
	2.00%	7/3/2011	2751.54	2907.03							
	2.00%	7/1/2012	2802.57	2972.03							
	1.00%	1/6/2013	2828.60	2760.03							
<b>2033 REAL ESTATE SERVICES MANAGER</b>											
		1/1/2007	2391.00	2510.50							
	3.25%	7/1/2007	2468.71	2592.15							
	2.00%	7/6/2008	2518.08	2643.68							
	1.50%	1/4/2009	2555.85	2683.64							
	3.00%	7/4/2010	2632.53	2764.16</							

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**PROFESSIONAL SERIES (PART-TIME)**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU*
605P DRUG PROJECT SUPERVISOR (Part-Time)	3.25%	7/1/2007	21,237.5	22,300.0	23,362.5	24,425.0	25,487.5	26,550.0	27,612.5	28,675.0	29,737.5	28,698.8
	2.00%	7/1/2007	21,927.8	23,024.1	24,120.5	25,216.9	26,313.3	27,409.8	28,506.1	29,602.5	30,698.9	29,602.5
	1.50%	7/6/2008	22,366.3	23,494.6	24,622.9	25,751.2	26,879.5	28,007.8	29,136.1	30,264.4	31,392.7	30,194.5
	3.00%	7/4/2010	22,701.8	23,936.8	25,171.8	26,406.8	27,641.8	28,876.8	30,111.8	31,346.8	32,581.8	31,568.8
	2.00%	7/3/2011	23,850.4	25,042.9	26,235.4	27,427.9	28,620.4	29,812.9	31,005.4	32,197.9	33,390.4	32,198.0
	2.00%	7/1/2012	24,327.4	25,543.8	26,760.1	27,976.5	29,192.9	30,409.3	31,625.6	32,842.0	34,058.4	32,842.0
	1.00%	1/6/2013	24,570.6	25,799.1	27,027.8	28,256.3	29,484.8	30,713.3	31,941.9	33,170.4	34,398.9	33,170.4
	3.25%	7/1/2007	23,381.3	24,550.0	25,718.8	26,887.5	28,056.3	29,225.0	30,393.8	31,562.5	32,731.3	31,562.5
	2.00%	7/1/2007	24,141.1	25,348.1	26,555.1	27,762.1	28,969.1	30,176.1	31,383.1	32,590.1	33,797.1	32,590.1
	2.00%	7/6/2008	24,624.0	25,835.3	27,046.6	28,258.0	29,469.3	30,680.7	31,892.0	33,103.4	34,314.7	33,103.4
1.00%	7/4/2010	24,993.4	26,243.0	27,492.6	28,742.2	29,991.4	31,240.7	32,489.9	33,739.1	34,988.4	33,739.1	
3.00%	7/4/2010	25,743.1	27,030.3	28,317.5	29,604.8	30,892.1	32,179.4	33,466.7	34,754.0	36,041.3	34,753.3	
2.00%	7/3/2011	26,259.0	27,570.9	28,882.8	30,194.7	31,506.6	32,818.5	34,130.4	35,442.3	36,754.2	35,442.3	
2.00%	7/1/2012	26,783.1	28,122.3	29,461.5	30,800.6	32,139.8	33,478.9	34,818.1	36,157.3	37,496.4	36,157.3	
1.00%	1/6/2013	27,051.0	28,403.5	29,756.1	31,108.6	32,461.3	33,813.8	35,166.3	36,518.9	37,871.4	36,518.9	
225P PROJECT MANAGER (Part-Time)	3.25%	7/1/2007	25,575.0	26,856.3	28,137.6	29,418.9	30,699.9	31,981.3	33,262.3	34,543.0	35,823.6	34,543.0
	2.00%	7/1/2007	26,406.1	27,726.4	29,046.8	30,367.0	31,687.4	33,007.6	34,328.0	35,648.3	36,968.6	35,648.3
	1.50%	7/6/2008	26,934.3	28,281.0	29,627.6	30,974.4	32,321.1	33,667.9	35,014.5	36,361.3	37,708.0	36,361.3
	3.00%	7/4/2010	27,336.3	28,705.1	30,074.3	31,439.0	32,803.7	34,172.9	35,539.8	36,906.6	38,273.4	36,906.6
	2.00%	7/3/2011	28,156.4	29,568.3	30,974.3	32,382.1	33,790.0	35,198.0	36,605.9	38,013.8	39,421.7	38,013.8
	2.00%	7/1/2012	28,721.5	30,157.6	31,593.6	33,029.8	34,465.8	35,901.9	37,338.0	38,774.0	40,189.1	38,774.0
	2.00%	7/1/2012	29,295.9	30,760.6	32,225.5	33,690.3	35,155.0	36,619.8	38,089.4	39,558.9	41,024.4	39,558.9
	1.00%	1/6/2013	29,599.9	31,066.4	32,547.8	34,027.3	35,506.6	36,985.1	38,463.5	39,941.9	41,421.3	39,941.9

Full-Time job classifications shown as biweekly rates.  
Part-Time job classifications shown as hourly rates.

\* Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**RECREATION AND RELATED SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU*
6103 ROVING YOUTH LEADER	3.25%	7/1/2007	1264.00	1327.00	1390.50	1453.50	1517.00	1580.00	1643.00	1706.50	1770.00	1706.50
	2.00%	7/1/2007	1306.06	1370.33	1435.59	1500.84	1566.10	1631.35	1696.60	1761.86	1827.11	1761.86
	1.50%	7/6/2008	1331.18	1397.74	1464.30	1530.86	1597.42	1663.98	1730.53	1797.09	1863.65	1797.09
	3.00%	7/4/2010	1351.15	1418.71	1486.27	1553.83	1621.39	1688.94	1756.50	1824.05	1891.61	1824.05
	2.00%	7/3/2011	1391.68	1461.26	1530.85	1600.43	1670.02	1739.60	1809.18	1878.77	1948.35	1878.77
	2.00%	7/1/2012	1419.51	1490.49	1561.46	1632.44	1703.41	1774.39	1845.36	1916.34	1987.32	1916.34
	1.00%	1/6/2013	1447.90	1520.30	1592.69	1665.09	1737.48	1809.88	1882.27	1954.67	2027.06	1954.67
	3.25%	7/1/2007	1482.50	1555.50	1628.50	1701.50	1774.50	1847.50	1920.50	1993.50	2066.50	1993.50
	2.00%	7/1/2007	1510.03	1585.53	1661.03	1736.53	1812.03	1887.53	1963.03	2038.53	2114.03	2038.53
	1.50%	7/6/2008	1540.23	1617.24	1694.25	1771.26	1848.28	1925.29	2002.30	2079.31	2156.32	2079.31
3.00%	7/4/2010	1563.33	1641.39	1719.46	1797.53	1875.60	1953.67	2031.74	2109.81	2187.88	2109.81	
2.00%	7/3/2011	1610.23	1690.74	1771.25	1851.76	1932.27	2012.78	2093.29	2173.80	2254.31	2173.81	
2.00%	7/3/2011	1642.43	1724.55	1806.67	1888.79	1970.92	2053.04	2135.16	2217.28	2299.40	2217.28	
2.00%	7/1/2012	1675.28	1759.04	1842.81	1926.57	2010.34	2094.10	2177.86	2261.63	2345.40	2261.63	
1.00%	1/6/2013	1692.03	1776.63	1861.23	1945.83	2030.44	2115.04	2199.64	2284.24	2368.84	2284.24	
6116 ASSISTANT COMMUNITY RECREATION COUNSELOR	3.25%	7/1/2007	1536.00	1613.00	1689.50	1766.50	1843.00	1920.00	1997.00	2074.00	2151.00	2074.00
	2.00%	7/1/2007	1585.92	1665.22	1744.51	1823.81	1903.10	1982.40	2061.70	2141.00	2220.30	2141.00
	1.50%	7/6/2008	1616.64	1698.52	1779.40	1860.29	1941.17	2022.05	2102.93	2183.81	2264.70	2183.81
	3.00%	7/4/2010	1641.90	1724.00	1806.09	1888.19	1970.28	2052.38	2134.47	2216.57	2298.66	2216.57
	2.00%	7/3/2011	1691.16	1775.72	1860.28	1944.83	2029.39	2113.95	2198.51	2283.07	2367.62	2283.07
	2.00%	7/1/2012	1724.08	1814.23	1904.38	1994.53	2084.68	2174.83	2264.98	2355.13	2445.28	2355.13
	1.00%	1/6/2013	1759.49	1847.45	1935.43	2023.40	2111.38	2199.35	2287.32	2375.28	2463.24	2375.28
	3.25%	7/1/2007	1777.07	1865.92	1954.78	2043.63	2132.49	2221.34	2310.19	2399.04	2487.89	2399.04
	2.00%	7/1/2007	1899.00	1984.00	2069.00	2154.00	2239.00	2324.00	2409.00	2494.00	2579.00	2494.00
	2.00%	7/6/2008	1931.29	1999.42	2067.55	2135.68	2203.81	2271.94	2340.07	2408.20	2476.33	2408.20
1.50%	7/4/2010	1999.47	2069.44	2139.41	2209.38	2279.35	2349.32	2419.29	2489.26	2559.23	2489.26	
3.00%	7/3/2011	2069.47	2142.42	2215.37	2288.32	2361.27	2434.22	2507.17	2580.12	2653.07	2580.12	
2.00%	7/1/2012	2100.64	2176.61	2252.58	2328.55	2404.52	2480.49	2556.46	2632.43	2708.40	2632.43	
1.00%	1/6/2013	2164.08	2242.23	2320.38	2398.53	2476.68	2554.83	2632.98	2711.13	2789.28	2711.13	
6141 ASSISTANT SUPERINTENDENT OF RECREATION	3.25%	7/1/2007	1870.50	1954.00	2037.50	2121.00	2204.50	2288.00	2371.50	2455.00	2538.50	2455.00
	2.00%	7/1/2007	1931.29	2020.86	2110.43	2200.00	2289.57	2379.14	2468.71	2558.28	2647.85	2558.28
	1.50%	7/6/2008	1969.92	2064.42	2158.92	2253.42	2347.92	2442.42	2536.92	2631.42	2725.92	2631.42
	3.00%	7/4/2010	1999.47	2099.44	2199.41	2299.38	2399.35	2499.32	2599.29	2699.26	2799.23	2699.26
	2.00%	7/3/2011	2100.64	2200.61	2300.58	2400.55	2500.52	2600.49	2700.46	2800.43	2900.40	2800.43
	2.00%	7/1/2012	2142.65	2249.78	2356.92	2464.05	2571.18	2678.31	2785.45	2892.58	2999.71	2892.58
	1.00%	1/6/2013	2164.08	2272.23	2380.38	2488.53	2596.68	2704.83	2812.98	2921.13	3029.28	2921.13

Full-Time job classifications shown as biweekly rates.  
Part-Time job classifications shown as hourly rates.

\* Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**RECREATION AND RELATED SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>	
6142 SUPERINTENDENT OF RECREATION	3.25%	7/1/2007	2122.00		2228.00		2334.00	2440.50	2546.50	2652.50	2758.50	2864.50	
	2.00%	7/1/2007	2190.97		2300.52		2410.07	2519.62	2629.16	2738.71	2848.26	2957.81	
	1.80%	7/6/2008	2234.79		2346.53		2458.27	2570.01	2681.75	2793.49	2905.23	3016.97	
	1.80%	1/4/2009	2298.31		2413.73		2529.14	2644.56	2759.97	2875.39	2990.80	3106.22	
	3.00%	7/4/2010	2396.36		2453.16		2510.00	2566.81	2623.61	2680.41	2737.21	3154.09	
	2.00%	7/3/2011	2383.09		2502.24		2621.40	2740.55	2859.71	2978.86	3098.02	3217.17	
	2.00%	7/1/2012	2430.75		2552.29		2673.83	2795.36	2916.89	3038.42	3159.95	3281.51	
	1.00%	1/6/2013	2465.06		2577.81		2700.57	2823.32	2946.07	3068.83	3191.58	3314.33	
	6070 CHIEF OF PARKS OPERATION	3.25%	7/1/2007	2170.00		2278.50		2387.00	2495.50	2604.00	2712.50	2821.00	2929.50
		2.00%	7/6/2008	2240.53		2352.56		2464.58	2576.61	2688.64	2800.66	2912.69	3024.72
1.50%		1/4/2009	2286.34		2399.61		2513.87	2628.14	2742.41	2856.68	2970.94	3085.21	
3.00%		7/4/2010	2319.62		2435.60		2551.58	2667.56	2783.54	2899.52	3015.51	3131.49	
2.00%		7/3/2011	2389.21		2508.67		2628.13	2747.59	2867.05	2986.51	3105.97	3225.43	
2.00%		7/1/2012	2436.69		2558.84		2680.68	2802.54	2924.39	3046.24	3168.09	3289.94	
1.00%		1/6/2013	2485.73		2610.02		2734.30	2858.59	2982.88	3107.16	3231.45	3355.74	
2.00%		1/6/2013	2510.59		2635.12		2761.65	2887.18	3012.71	3138.24	3263.77	3389.30	
6080 SUPERINTENDENT OF PARKS		3.25%	7/1/2007	2441.25		2563.25		2685.50	2807.50	2929.50	3051.50	3173.75	3295.75
		2.00%	7/6/2008	2520.59		2646.62		2772.65	2898.69	3024.71	3150.74	3276.77	3402.80
	1.50%	1/4/2009	2609.58		2740.04		2870.52	3000.99	3131.47	3261.95	3392.43	3522.91	
	3.00%	7/4/2010	2687.85		2822.24		2956.64	3091.03	3225.42	3359.81	3494.21	3628.60	
	2.00%	7/3/2011	2741.61		2878.69		3015.77	3152.85	3289.93	3427.01	3564.09	3701.17	
	2.00%	7/1/2012	2796.44		2936.26		3076.08	3215.91	3355.73	3495.55	3635.37	3775.19	
	1.00%	1/6/2013	2824.40		2965.62		3106.84	3248.06	3389.28	3530.50	3671.72	3812.94	

Full-Time job classifications shown as bi-weekly rates.  
Part-Time job classifications shown as hourly rates.

<sup>1</sup> Job class receives add'l 5% stop  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**RECREATION AND RELATED SERIES (PART-TIME)**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>	
610P SUPERVISOR RECREATION SPECIALIST (Part-Time)	3.25%	7/1/2007	16,017.4		16,818.3		17,619.1	18,420.0	19,220.9			N/A	
	2.00%	7/1/2007	16,540.0		17,370.0		18,190.0	19,020.0	19,850.0			N/A	
	1.50%	1/4/2009	17,120.0		17,960.0		18,800.0	19,640.0	20,480.0			N/A	
	3.00%	7/4/2010	17,690.0		18,510.0		19,350.0	20,200.0	21,050.0			N/A	
	2.00%	7/3/2011	17,960.0		18,800.0		19,780.0	20,680.0	21,580.0			N/A	
	2.00%	7/1/2012	18,340.0		19,260.0		20,170.0	21,090.0	22,010.0			N/A	
	1.00%	1/6/2013	18,520.0		19,450.0		20,370.0	21,300.0	22,220.0			N/A	
	616P ASSISTANT COMMUNITY RECREATION COUNSELOR (Part-Time)	3.25%	7/1/2007	18,281.3	19,193.8	20,112.5	21,025.0	21,937.5	22,850.0	23,768.8			24,881.3
		2.00%	7/6/2008	19,252.9	20,215.5	21,178.1	22,140.8	23,103.5	24,066.1	25,028.8			25,481.8
		1.50%	1/4/2009	19,542.6	20,518.8	21,495.8	22,472.9	23,450.0	24,427.0	25,404.1			25,991.4
3.00%		7/4/2010	20,127.9	21,134.3	22,140.6	23,147.0	24,153.5	25,160.0	26,166.3			26,981.3	
2.00%		7/3/2011	20,530.4	21,568.9	22,605.4	23,639.9	24,673.4	25,706.9	26,740.4			27,772.6	
2.00%		7/1/2012	20,945.0	21,989.0	23,031.1	24,072.1	25,112.1	26,151.1	27,189.1			28,227.0	
1.00%		1/6/2013	21,150.4	22,207.9	23,265.4	24,322.9	25,380.5	26,438.0	27,495.5			28,553.0	

Full-Time job classifications shown as bi-weekly rates.  
Part-Time job classifications shown as hourly rates.

<sup>1</sup> Job class receives add'l 5% stop  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**SKILLED TRADES SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
1016 BUILDING SUPERVISOR		1/1/2007	1373.00	1441.50		1510.50	1579.00	1647.50		1716.50	1772.00
	3.25%	7/1/2007	1417.62	1488.50		1559.38	1630.26	1701.14		1772.00	1837.46
	2.00%	7/6/2008	1446.97	1518.27		1590.57	1662.87	1735.16		1807.46	1874.58
	1.50%	1/4/2009	1467.65	1541.04		1614.43	1687.81	1761.19		1834.58	1902.61
	3.00%	7/4/2010	1511.69	1587.27		1662.86	1738.44	1814.03		1889.61	1967.40
	2.00%	7/3/2011	1541.92	1619.02		1696.11	1773.21	1850.30		1927.40	1995.95
	2.00%	7/1/2012	1572.76	1651.40		1730.04	1808.67	1887.31		1965.95	1995.61
	1.00%	1/6/2013	1586.49	1667.91		1747.34	1826.76	1906.19			
		1/1/2007	1381.75	1450.75		1520.00	1589.00	1658.00			
	3.25%	7/1/2007	1426.66	1497.59		1569.33	1640.66	1711.99			
2.00%	7/6/2008	1455.19	1527.95		1600.71	1673.47	1746.23				
1.50%	1/4/2009	1477.02	1550.87		1624.72	1698.57	1772.42				
3.00%	7/4/2010	1521.33	1597.40		1673.46	1749.53	1825.60				
2.00%	7/3/2011	1551.76	1629.35		1706.94	1784.52	1862.11				
2.00%	7/1/2012	1582.80	1661.94		1741.08	1820.22	1899.36				
1.00%	1/6/2013	1598.83	1678.56		1758.49	1838.42	1918.36				
	1/1/2007	1526.50	1602.75		1679.25	1756.50	1831.75				
3.25%	7/1/2007	1576.11	1654.32		1733.72	1812.53	1891.33				
2.00%	7/6/2008	1607.63	1686.01		1768.39	1846.77	1925.16				
1.50%	1/4/2009	1631.74	1713.33		1794.91	1876.50	1958.09				
3.00%	7/4/2010	1680.69	1764.72		1848.76	1932.79	2016.83				
2.00%	7/3/2011	1714.30	1800.02		1885.73	1971.44	2057.16				
2.00%	7/1/2012	1748.59	1836.02		1923.46	2010.88	2098.31				
1.00%	1/6/2013	1766.08	1854.38		1942.69	2030.99	2119.30				
	1/1/2007	1601.25	1681.25		1761.50	1841.50	1921.50				
3.25%	7/1/2007	1653.28	1735.95		1818.62	1901.28	1983.95				
2.00%	7/6/2008	1686.36	1770.68		1865.00	1949.31	2033.63				
1.50%	1/4/2009	1711.66	1797.24		1882.83	1968.41	2053.99				
3.00%	7/4/2010	1763.01	1851.16		1938.31	2027.46	2115.61				
2.00%	7/3/2011	1796.27	1886.18		1978.10	2068.01	2157.92				
2.00%	7/1/2012	1834.24	1925.95		2017.66	2108.38	2201.09				
1.00%	1/6/2013	1852.58	1945.21		2037.84	2130.47	2223.10				
	1/1/2007	1693.75	1768.00		1852.25	1936.25	2020.50	2104.75	2189.00	2273.00	
3.25%	7/1/2007	1738.47	1825.39		1912.32	1999.24	2086.16	2173.09	2260.01	2346.83	
2.00%	7/6/2008	1773.24	1861.90		1950.56	2039.23	2127.89	2216.55	2305.21	2393.79	
1.50%	1/4/2009	1799.84	1889.83		1979.82	2069.92	2159.81	2249.80	2339.79	2429.78	
3.00%	7/4/2010	1853.84	1946.53		2039.22	2131.92	2224.61	2317.30	2409.99	2502.68	
2.00%	7/3/2011	1890.92	1985.47		2080.01	2174.56	2269.10	2363.65	2458.20	2552.74	
2.00%	7/1/2012	1928.74	2025.18		2121.61	2218.05	2314.49	2410.93	2507.36	2603.80	
1.00%	1/6/2013	1946.03	2045.43		2142.83	2240.23	2337.64	2435.04	2532.44	2629.84	

Full-Time job classifications shown as *biweekly rates*.  
Part-Time job classifications shown as *hourly rates*.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

**APPENDIX A  
HMEA CLASSIFICATION PLAN AND PAY RATES**

**SKILLED TRADES SERIES**

CODE CLASS	% INCR	DATE	BASE RATE	1/2 YEAR	1 1/2 YEAR	2ND YEAR	3RD YEAR	4TH YEAR	5TH YEAR	6TH YEAR	5% IN LIEU <sup>1</sup>
4346 RADIO TECHNICIAN II		1/1/2007	1683.75	1769.00		1829.25	1908.25	2000.50		2070.50	N/A
	3.25%	7/1/2007	1738.47	1825.39		1912.32	1999.24	2086.16		2173.09	N/A
	2.00%	7/6/2008	1773.24	1861.90		1950.56	2039.23	2127.89		2216.55	N/A
	1.50%	1/4/2009	1799.84	1889.83		1979.82	2069.92	2159.81		2249.80	N/A
	3.00%	7/4/2010	1853.84	1946.53		2039.22	2131.92	2224.61		2317.30	N/A
	2.00%	7/3/2011	1890.92	1985.47		2080.01	2174.56	2269.10		2363.65	N/A
	2.00%	7/1/2012	1928.74	2025.18		2121.61	2218.05	2314.49		2410.93	N/A
	1.00%	1/6/2013	1946.03	2045.43		2142.83	2240.23	2337.64		2435.04	N/A
		1/1/2007	1766.00	1854.25		1942.50	2031.00	2119.25	2207.50	2295.75	2384.00
	3.25%	7/1/2007	1823.40	1914.57		2005.74	2096.91	2188.08	2279.25	2370.42	2461.59
2.00%	7/6/2008	1859.87	1952.86		2045.86	2138.85	2231.84	2324.84	2417.83	2510.82	
1.50%	1/4/2009	1887.77	1982.16		2076.55	2170.94	2265.30	2359.71	2454.10	2548.49	
3.00%	7/4/2010	1944.40	2041.62		2138.84	2236.08	2333.28	2430.50	2527.72	2624.94	
2.00%	7/3/2011	1983.20	2082.45		2181.62	2280.78	2379.95	2479.11	2578.28	2677.44	
2.00%	7/1/2012	2022.96	2124.11		2223.26	2326.40	2427.56	2528.70	2629.85	2731.00	
1.00%	1/6/2013	2043.19	2145.35		2247.51	2349.67	2451.83	2553.99	2656.15	2758.31	
	1/1/2007	2047.25	2149.50		2252.00	2354.25	2456.75	2559.00	2661.50	2763.75	
3.25%	7/1/2007	2113.79	2218.48		2325.17	2430.86	2536.55	2642.24	2747.93	2853.62	
2.00%	7/6/2008	2156.07	2263.87		2371.68	2479.48	2587.28	2695.09	2802.89	2910.69	
1.50%	1/4/2009	2188.41	2297.83		2407.25	2516.67	2626.09	2735.51	2844.93	2954.35	
3.00%	7/4/2010	2254.06	2366.76		2479.47	2592.17	2704.87	2817.58	2930.28	3042.98	
2.00%	7/3/2011	2299.14	2414.10		2529.05	2644.01	2758.97	2873.92	2988.88	3103.84	
2.00%	7/1/2012	2345.12	2462.38		2579.63	2696.89	2814.14	2931.40	3048.66	3165.91	
1.00%	1/6/2013	2368.57	2487.00		2605.43	2723.86	2842.28	2960.71	3079.14	3197.57	
	1/1/2007	2441.25	2563.25		2685.50	2807.50	2929.50	3051.50	3173.75	3296.75	
3.25%	7/1/2007	2520.69	2646.62		2772.65	2898.68	3024.71	3150.74	3276.77	3402.80	
2.00%	7/6/2008	2571.00	2699.55		2828.10	2956.65	3085.20	3213.75	3342.30	3470.85	
1.50%	1/4/2009	2609.56	2740.04		2870.52	3000.99	3131.47	3261.95	3392.43	3522.91	
3.00%	7/4/2010	2687.85	2822.24		2956.64	3091.03	3225.42	3354.81	3484.21	3628.60	
2.00%	7/3/2011	2741.61	2878.69		3015.77	3152.85	3289.93	3427.01	3564.09	3701.17	
2.00%	7/1/2012	2796.44	2936.26		3076.08	3215.91	3355.73	3495.55	3635.37	3775.19	
1.00%	1/6/2013	2824.40	2965.62		3105.84	3248.06	3389.28	3530.50	3671.72	3812.94	

Full-Time job classifications shown as *biweekly rates*.  
Part-Time job classifications shown as *hourly rates*.

<sup>1</sup> Job class receives add'l 5% step  
IN LIEU of overtime compensation

APPENDIX B

City of Hartford HMEA  
 Century Preferred 000671-330  
 Medical Benefits at a Glance

	In Network You pay:	Out-of-Network You pay:
Office Visit Copayment	\$20	Deductible & Coinsurance
Hospital Copayment	\$150	Deductible & Coinsurance
Emergency Room Copayment – waived if admitted	\$100	\$100
Outpatient Surgery Copayment	No charge	Deductible & Coinsurance
Annual Deductible (individual/2-member family/3+ member family)	Not applicable	\$250/\$500/\$500
Coinsurance		20% after deductible up to
Non-participating providers		
Coinsurance Maximum (individual/2-member family/3+ member family)		\$1,250/\$2,500/\$2,500
Lifetime Maximum	Unlimited	Unlimited
Human Organ Transplant lifetime maximum	\$1,000,000	\$1,000,000

PREVENTIVE CARE

		Deductible & Coinsurance
Well child care* - birth to 35 months 3 years to 17 years	No Charge \$5 Copayment	
Periodic, routine health examinations*	\$20 Copayment	
Routine eye exams – one exam every calendar year	\$20 Copayment	
Routine OB/GYN visits – one exam per year	\$20 Copayment	
Mammography 1 baseline age 35 – 39 years 1 screening per year age 40+ Additional exams when medically necessary	No charge	
Hearing screening – one exam every calendar year	\$20 Copayment	

MEDICAL CARE

		Deductible & Coinsurance
Primary care office visits	\$20 Copayment	
Specialist consultations	\$20 Copayment	
OB/GYN care	\$20 Copayment	
Maternity care – initial visit subject to copayment, no charge thereafter	\$20 Copayment	
Laboratory	No charge	
X-ray and Diagnostic Testing	No charge	
Allergy Services	\$20 Copayment No charge	
Office visits/testing		
Injections-Unlimited		

HOSPITAL CARE – Prior authorization required

		Deductible & Coinsurance
Semi-private room	\$150 Copayment	
Maternity and newborn care	\$150 Copayment	
Skilled nursing facility – up to 120 days per calendar year	\$150 Copayment	
Rehabilitative services – up to 60 days per person per calendar year	\$150 Copayment	
Private duty nursing - outside hospital/covered as out of network – maximum per year \$15,000	Not Covered	
Outpatient surgery – in a hospital or surgi-center	No charge	

HMEA 000671-330

APPENDIX B

City of Hartford HMEA  
 Century Preferred 000671-330  
 Medical Benefits at a Glance

EMERGENCY CARE

		Deductible & Coinsurance
Walk-in centers	\$20 Copayment	
Emergency care – copayment waived if admitted	\$100 Copayment	
Urgent Care	\$25 Copayment	Not Covered
Ambulance – Land and air are subject to state wide rate schedule	No charge	No charge

OTHER HEALTH CARE – Prior authorization may be required

		Deductible & Coinsurance
Outpatient rehabilitative services 50 visit maximum for PT, OT, ST and Chiro. per year-excess covered as out of network PT and OT ST and Chiro	No charge \$20 Copay	
Prosthetic devices	No charge	
Durable medical equipment (including surgical stockings & orthotics)	No charge	
Ostomy supplies (\$1,000 per member per calendar year maximum)	No charge	
Orthoptic training	No charge	
Wigs (covered with a diagnosis of cancer)	No charge	

MENTAL HEALTH/SUBSTANCE ABUSE CARE

		Deductible & Coinsurance
Inpatient	\$150 Copayment	
Outpatient/office visits (prior authorization after the 40 <sup>th</sup> visit)	\$20 Copayment	

\* Schedule of health examinations:

- 1 exam per month from birth through 6 months
- 1 exam every 2 months from 6 months through 11 months
- 1 exam every 3 months from 12 months through 23 months
- 1 exam every 6 months from 24 months through 35 months
- 1 exam annually from 3 through 17 years
- 1 exam every 3 years from 18 through 29 years
- 1 exam every 2 years from 30 through 49 years
- 1 exam annually from 50 years and older

Note: In situations where the member is responsible for obtaining the necessary precertification or prior authorization and fails to do so, benefits may be reduced or denied.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred Health Plan. Please refer to your Certificate/Evidence of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; services and supplies related to, as well as the performance of, sex change operations; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

A product of Anthem Blue Cross and Blue Shield serving residents and businesses in the State of Connecticut.

HMEA 000671-330

City of Hartford HMEA  
Public Sector 3 Tier Managed Rx  
Medical Benefits at a Glance

*\$10 COPAYMENT GENERIC DRUGS*  
*\$20 COPAYMENT LISTED BRAND-NAME DRUGS*  
*\$35 COPAYMENT NON-LISTED BRAND-NAME DRUGS*  
*Unlimited Annual Maximum*

### How To Use 3-Tier Managed Rx

3-Tier Managed Rx has three different levels (or “tiers”) of copayments, depending on the type of prescription drug you purchase (see the chart below for details). Your copayments will be lower when you use generic or brand-name medications that are on our list of preferred prescription drugs. The medications on this list are selected for their quality, safety and cost-effectiveness. You’ll still have coverage brand-name drugs that are not on the list, but your copayment will be higher.

Talk to your provider about using generic drugs or listed brand-name drugs. It’s a simple way to save out-of-pocket expenses.

### Copayments and Day Supplies

- You will be responsible for **one** copayment when purchasing a **30-day supply** of prescription drugs from a retail pharmacy.
- You’ll be responsible for **one** copayment when purchasing a **31-day to 90-day supply** of maintenance drugs through the voluntary mail-service program (see chart for details).

### Generic Drugs Have the Lowest Copayment

		<i>Your copayment:</i>
<b>Tier 1: Generic drugs</b>	The term “generic” refers to a prescription drug that is not protected by a trademark. It is required to meet the same bioequivalency test as the original brand-name drug. Tier 1 copayment applies.	\$10
<b>Tier 2: Listed brand-name drugs</b>	The term “listed brand-name” refers to a brand-name prescription drug that is on Anthem Blue Cross and Blue Shield’s list of preferred prescription drugs. Tier 2 copayment applies.	\$20
<b>Tier 3: Non-listed brand-name drugs</b>	The term “non-listed brand-name” refers to a brand-name prescription drug that is not on Anthem Blue Cross and Blue Shield’s list of preferred prescription drugs. Tier 3 copayment applies.	\$35
<b>Mail Service</b>	One copayment when purchasing 31-day to 90-day supply	\$10/\$20/\$35
<b>Annual Maximum</b>	Per member per calendar year	Unlimited

HMEA 000671-330

City of Hartford HMEA  
Public Sector 3 Tier Managed Rx  
Medical Benefits at a Glance

### Generic Substitution

Prescriptions will be filled with the generic equivalent when there is one available. Exception: If your doctor indicates “Dispense as Written.” In this case you will receive the brand-name drug—and you will be responsible for the applicable listed brand or non-listed brand copayment. NOTE: If your doctor does *not* indicate “Dispense as Written,” you will be responsible for the applicable listed brand or non-listed brand-name copayment as well as the difference in cost between the generic and listed brand or non-listed brand name drug.

### Voluntary Mail-Service Program

Next Rx, our voluntary mail-service drug program, can save you time and expense if you regularly take one or more types of maintenance drugs. You can order up to a **90-day supply** of these medications and have them delivered directly to your home.

One mail-service copayment will apply as follows: Generic \$10/Listed brand name \$20/Non-listed brand name \$35

### National Pharmacy Network

Members also have access to a network of more than 53,000 retail pharmacies throughout the country. Members may call 1-888-207-4214, or go to [www.anthemprescription.com](http://www.anthemprescription.com), to locate a participating pharmacy when traveling outside the state.

### Non-Participating Pharmacies

Members who fill prescriptions at a non-participating pharmacy are responsible for payment at the time the prescription is filled. Members must submit claims to Anthem Blue Cross and Blue Shield for reimbursement, and payment will be sent to the member. Members who use non-participating pharmacies will pay 20% of the in-network allowance, plus the difference between Anthem Blue Cross and Blue Shield’s payment and the pharmacist’s actual charge.

### Limits and Exclusions

Benefits are limited to no more than a **30-day supply** for covered drugs purchased at a retail pharmacy, and no more than a **90-day supply** for covered drugs purchased by mail service. All prescriptions are subject to the quantity limitations imposed by state and federal statutes.

Benefits for prescription birth control and Sexual Dysfunction medications are optional for groups such as yours. Check with your benefits administrator to find out whether or not you have such benefits.

*This is not a legal contract. It is only a general description of the Managed Rx, 3 Tier version. Please consult the Evidence of Coverage or prescription drug rider for a complete description of benefits and exclusions applicable to your coverage.*

HMEA 000671-330

City of Hartford HMEA  
 Century Preferred 000671-330  
*Dental Benefits at a Glance*

**Full Dental Plan Riders A, B, C & D**

The **Full Dental Plan** is designed to cover diagnostic, preventive and restorative procedures necessary for adequate dental health.

**Covered services include:**

- ◆ Oral Examinations
- ◆ Periapical and bitewing x-rays
- ◆ Topical fluoride applications for those under age 19
- ◆ Prophylaxis, including cleaning, scaling and polishing
- ◆ Repair of dentures
- ◆ Palliative emergency treatment
- ◆ Routine fillings consisting of silver amalgam and tooth color materials; including stainless steel crowns (primary teeth)\*
- ◆ Simple extractions\*\*
- ◆ Endodontics -- including pulpotomy, direct pulp capping and root canal therapy (excluding restoration)

\* Payment for an inlay, onlay or crown will equal the amount payable for a three-surface amalgam filling when the member is not covered by the Dental Amendatory Rider A.

\*\* Payment for a surgical extraction or a hemisection with root removal will equal the amount payable for a simple extraction when the member is not covered by Dental Amendatory Rider A.

**ACCESSING BENEFITS:**

***Participating Dentists Benefits.***

When receiving care from one of over 1,800 Participating Dentists, the member simply presents an identification card showing dental coverage. The dentist bills us directly for all covered services.

For dental care provided by a participating Dentist, we pay the lesser of the dentist's usual charge or the Usual, Customary and Reasonable Charge as determined by us. The dentist accepts our reimbursement as full payment and may not bill the member for any additional charges.

***Non-Participating Dentists Benefits.***

For covered dental services provided by a Non-Participating Dentist, in or out of Connecticut, we pay an amount equal to the dentist's usual charge or the applicable allowance for the procedure, as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

*This does not constitute your health plan or insurance policy. It is only a general description for the purposes of this Request for Proposal, of the Anthem Blue Cross & Blue Shield Full Dental Plan. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.*

HMEA 000671-330

City of Hartford HMEA  
 Century Preferred 000671-330  
*Dental Benefits at a Glance*

***Dental Amendatory Rider A  
 Additional Basic Benefits***

*In addition to the services provided under your dental program, the following additional basic benefits are provided:*

- ◆ Inlays (not part of bridge)
- ◆ Onlays (not part of bridge)
- ◆ Crown (not part of bridge)
- ◆ Space Maintainers
- ◆ Oral surgery consisting of fracture and dislocation treatment, diagnosis and treatment of cyst and abscess, surgical extractions and impaction
- ◆ Apicoectomy

The dental services listed above are subject to the following qualifications:

We will pay for individual crowns, inlays and onlays only when amalgam or synthetic fillings would not be satisfactory for the retention of the tooth, as determined by us.

We will not pay for a replacement provided less than five (5) years following a placement or replacement which was covered under this Rider. We will not pay for individual crowns, inlays or onlays placed to alter vertical dimension, for the purpose of precision attachment of dentures, or when they are splinted together for any reason.

**ACCESSING BENEFITS:**

***Participating Dentists Benefits***

Anthem Blue Cross and Blue Shield will pay the lesser of 50% of the dentist's usual charge or 50% percent of the Usual, Customary and Reasonable Charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

***Non-Participating Dentists Benefits***

In the event these services are rendered by a non-participating dentist, we will pay to the member the lesser of 50% of the dentist's charge or 50% of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

*This does not constitute your health plan or insurance policy. It is only a general description for the purposes of this Request for Proposal, of the Anthem Blue Cross and Blue Shield Dental Amendatory Rider A. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.*

HMEA 000671-330

City of Hartford HMEA  
 Century Preferred 000671-330  
*Dental Benefits at a Glance*

***Dental Amendatory Rider B  
 Prosthodontics***

The following prosthetic services are provided under Dental Amendatory Rider B:

- ◆ Dentures, full and partial
- ◆ Bridges, fixed and removable
- ◆ Addition of teeth to partial dentures to replace extracted teeth

The dental services listed above are subject to the following qualifications:

*Anthem Blue Cross and Blue Shield will pay for standard procedures for prosthetic services as determined by us. For fixed bridges, we will pay for the replacement of missing teeth and for one tooth on either side or two teeth on one side of the replacement. We will not pay for a denture or bridge replacement which is provided less than five years following a placement or replacement which was covered under the contract. We also will not pay for crowns splinted together for any reason.*

**ACCESSING BENEFITS:**

**Participating Dentists Benefits**

Anthem Blue Cross and Blue Shield will pay the lesser of 50% of the dentist's usual charge or 50% of the Usual, Customary and Reasonable Charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

**Non-Participating Dentists Benefits**

In the event these services are rendered by a non-participating dentist, we will pay to the member the lesser of 50% of the dentist's charge or 50% of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

*This does not constitute your health plan or insurance policy. It is only a general description for the purposes of this Request for Proposal, of the Anthem Blue Cross and Blue Shield Dental Amendatory Rider B. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.*

HMEA 000671-330

City of Hartford HMEA  
 Century Preferred 000671-330  
*Dental Benefits at a Glance*

***Dental Amendatory Rider C  
 Periodontics***

Periodontal services consisting of:

- ◆ Gingival curettage
- ◆ Gingivectomy and gingivoplasty
- ◆ Osseous surgery, including flap entry and closure
- ◆ Mucogingivoplastic surgery
- ◆ Management of acute infection and oral lesions

The maximum benefit we will provide for periodontal services per person per year is **\$500.00**

**ACCESSING BENEFITS:**

**Participating Dentists Benefits**

Anthem Blue Cross and Blue Shield will pay the lesser of 50% of the dentist's usual charge or 50% of the Usual, Customary and Reasonable Charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

**Non-Participating Dentists Benefits**

In the event these services are rendered by a non-participating dentist, we will pay to the member the lesser of 50% of the dentist's charge or 50% of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

*This does not constitute your health plan or insurance policy. It is only a general description for the purposes of this Request for Proposal, of the Anthem Blue Cross and Blue Shield Dental Amendatory Rider C. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.*

HMEA 000671-330

APPENDIX C

City of Hartford HMEA  
Century Preferred 000671-330  
*Dental Benefits at a Glance*

***Dental Amendatory Rider D  
Orthodontics***

The following orthodontic services are provided:

Handicapping malocclusion for a member under age 19, consisting of the installation of orthodontic appliances and orthodontic treatments concerned with the reduction or elimination of an existing malocclusion through the correction of malposed teeth.

The maximum amount for orthodontic services is **\$600.00 per member per lifetime.**

**ACCESSING BENEFITS:**

**Participating Dentists Benefits**

Anthem Blue Cross and Blue Shield will pay the lesser of 60% of the dentist's usual charge or 60% of the Usual, Customary and Reasonable Charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance.

**Non-Participating Dentists Benefits**

In the event these services are rendered by a non-participating dentist, we will pay to the member the lesser of 60% of the dentist's charge or 60% of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

*This does not constitute your health plan or insurance policy. It is only a general description for the purposes of this Request for Proposal, of the Anthem Blue Cross and Blue Shield Dental Amendatory Rider D. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.*

HMEA 000671-330

APPENDIX D

**Hartford Police Union Re-Enrollment  
Memorandum of Understanding**

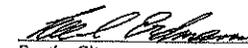
Whereas, the City of Hartford initiated a re-enrollment process in order for Hartford Police Union members to continue dependent coverage;

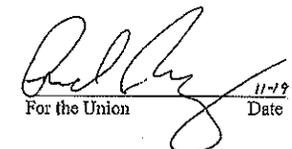
Whereas, the City and the Hartford Police Union (the Union) acknowledged this was a mandatory subject of bargaining that required negotiation between the parties.

Whereas, the parties have successfully negotiated a procedure under which Union members may be required to re-enroll for dependent medical/dental coverage.

NOW THEREFORE, the parties mutually agree as follows:

1. The City may send to members the revised notice, a copy of which is attached hereto as Exhibit A.
2. Whenever a Union member's dependent is rejected for coverage, said member shall be entitled to a right of appeal of that rejection pursuant to the following process:
  - a. First, the member will be given a reasonable opportunity to provide documentation or information necessary to substantiate the dependent's eligibility.
  - b. If the member fails to produce such documentation or information, the member will be given a notice of intention to either discontinue or deny coverage for the dependent. Said notice will provide a right to a hearing, upon reasonable notice, before a hearing officer selected by the City.
  - c. For members who elect to have such a hearing, existing coverage for the affected dependent will not be discontinued unless an adverse decision to the member is issued by the hearing officer.  
However, if the member appealing the rejection of coverage fails to attend the scheduled hearing, the hearing officer may render a decision based solely on the information available to the hearing officer.
  - d. The Union member will have the right to appeal the decision by the hearing officer selected by the City through the grievance procedure contained in the Union Collective Bargaining Agreement.
  - e. This process does not abrogate a member's rights under the Connecticut General Statutes.

  
For the City                      11-19-07  
Date

  
For the Union                      11-19-07  
Date

**APPENDIX E  
CITY OF HARTFORD/HMEA  
MANAGEMENT AND SUPERVISORY PERFORMANCE EVALUATION FORM**

**EMPLOYEE NAME:** \_\_\_\_\_ **DIVISION:** \_\_\_\_\_

**DEPARTMENT:** \_\_\_\_\_

**DEPARTMENT RESPONSIBILITY:** \_\_\_\_\_

**DIVISION RESPONSIBILITIES:**

List the goals of your division/unit in the space labeled "Objectives." These are the factors that you will be evaluated against. In the space labeled "Standards," list the steps/actions necessary in accomplishing the goal as listed. At the end of each review period, the columns labeled "Actual Results" and "Hindrances to Achieving Results" should be completed. If a particular goal was not achieved, you must explain why.

Objectives	Standards	Actual Results	Hindrances to Achieving Results

**APPENDIX E  
CITY OF HARTFORD/HMEA  
MANAGEMENT AND SUPERVISORY PERFORMANCE EVALUATION**

EMPLOYEE NAME	EMR. NO.	DEPARTMENT
TITLE	DATE APPOINTED TO TITLE	DIVISION
PERIOD COVERED BY THIS EVALUATION ____/____/____ to ____/____/____		TYPE OF EVALUATION <input type="checkbox"/> Annual <input type="checkbox"/> Promotion <input type="checkbox"/> Exit <input type="checkbox"/> Other

Please use the following information to evaluate the performance of each employee.

Box 1 =  Superior Performance  
 Box 2 =  Above Standard Performance  
 Box 3 =  Standard Performance  
 Box 4 =  Below Standard Performance

**INSTRUCTIONS:** In terms of factors listed, please utilize the information provided to appraise the performance of each employee. For each set of items, select the group of words which best describes the performance of the employee. The employee's overall performance should be considered rather than evaluating on the basis of an isolated incident. Avoid allowing one factor of the employee's performance which may be good to influence another factor which should be improved upon, or one factor which is weak to influence another factor which is good. Please provide supporting evidence in high and low rating.

**KNOWLEDGE OF JOB**  
Consider extent of employee's knowledge of current job. Does employee know what to do & why?

<input type="checkbox"/> Exceptional knowledge/information	<input type="checkbox"/> Knows what to do and how to do it with minimal supervision	<input type="checkbox"/> Sometimes hand-capped by gaps in knowledge/information	<input type="checkbox"/> Requires help even on routine matters
--	---	---	--

Evidence/Example to support rating: \_\_\_\_\_

**QUALITY OF WORK**  
Consider ability to produce work which is of high quality - neat & thorough, regardless of volume.

<input type="checkbox"/> Does complete and accurate job in all aspects	<input type="checkbox"/> Work is usually acceptable. Very few errors/omissions	<input type="checkbox"/> Moderate amount of work requires re-doing	<input type="checkbox"/> Errors/omissions serious and frequent
--	--	--	--

Evidence/Example to support rating: \_\_\_\_\_

**QUANTITY OF WORK**  
Consider amount of work produced under normal conditions and extent to which employees meets expected deadlines

<input type="checkbox"/> Consistently turns out very large volume of work	<input type="checkbox"/> Turns out good volume of work	<input type="checkbox"/> Amount of work completed sometimes below average	<input type="checkbox"/> Amount of work is adequate
---	--	---	---

Evidence/Example to support rating: \_\_\_\_\_

**RELATIONS WITH PUBLIC**  
Consider whether employee is courteous, sensitive to feelings and interest of public in general

<input type="checkbox"/> Always courteous and sensitive to the public	<input type="checkbox"/> Usually effective in relations with the public	<input type="checkbox"/> Occasionally tactless or uncooperative	<input type="checkbox"/> Ineffective or inconsiderate in dealing with the public
---	---	---	--

Evidence/Example to support rating: \_\_\_\_\_

**APPENDIX E - CITY OF HARTFORD/HMEA  
MANAGEMENT AND SUPERVISORY PERFORMANCE EVALUATION  
EVALUATION OF MANAGEMENT AND SUPERVISORY ABILITIES  
(Where Applicable)**

**INSTRUCTIONS:** Consider employee's ability to obtain desired output and quality of work, and to reach department's objectives by use of supervisory techniques. Rate the employee's overall performance in each area listed below.

**PLANNING AND ASSIGNING WORK**

Consider how effectively employee plans and assigns work so that it can be performed quickly and efficiently

- |   |  |   |  |
|---|--|---|--|
| <input type="checkbox"/> Clearly defines & assigns work to obtain maximum results. Timely, thorough follow-up | <input type="checkbox"/> Occasionally experiences difficulty & requires assistance to meet deadlines | <input type="checkbox"/> Generally effective in planning, assigning and follow-up | <input type="checkbox"/> Lacks ability to plan and assign work |
|---|--|---|--|

Evidence/Example to support rating:

**DELEGATING AUTHORITY AND RESPONSIBILITY**

How well does employee effectively work through others delegating authority & responsibility to subordinates to perform significant duties?

- |  |  |   |   |
|--|--|---|---|
| <input type="checkbox"/> Makes maximum use of employees' capabilities in delegating authority & responsibility | <input type="checkbox"/> Generally entrusts authority and responsibility | <input type="checkbox"/> Delegates responsibility but sometimes withholds necessary authority | <input type="checkbox"/> Runs one-person show |
|--|--|---|---|

Evidence/Example to support rating:

**STAFF DEVELOPMENT**

Consider employee's ability & willingness to develop or increase skills of subordinates. Does employee train them for present duties? For increased responsibilities? Systematically evaluate and counsel them?

- |   |  |  |  |
|---|--|--|--|
| <input type="checkbox"/> Provides maximum opportunities to subordinates to enhance their skills | <input type="checkbox"/> Encourages & helps subordinates to improve performance in current job and develop potential | <input type="checkbox"/> Takes only limited interest in the training and development of subordinates | <input type="checkbox"/> Makes poor use of subordinates. Provides no help to their development |
|---|--|--|--|

Evidence/Example to support rating:

**INTERPRETATION AND APPLICATION OF POLICY**

Does employee know and understand organization policies, procedures & regulations and apply them properly?

- |  |  |   |   |
|--|--|---|---|
| <input type="checkbox"/> Always understands and applies properly | <input type="checkbox"/> Usually understands and applies policy properly | <input type="checkbox"/> Sometimes does not understand or policy properly | <input type="checkbox"/> Does not understand or apply policy properly |
|--|--|---|---|

Evidence/Example to support rating:

**LEADERSHIP**

Consider how successful employee is in guiding and motivating people to work together toward common objectives

- |  |  |   |  |
|--|--|---|--|
| <input type="checkbox"/> Consistently obtains above average performances from subordinates | <input type="checkbox"/> Generally motivates staff to satisfactory performance | <input type="checkbox"/> Does not consistently obtain satisfactory and timely performance from subordinates | <input type="checkbox"/> Lacks ability to motivate subordinates to timely and satisfactory performance |
|--|--|---|--|

Evidence/Example to support rating:

**APPENDIX E - CITY OF HARTFORD/HMEA  
MANAGEMENT AND SUPERVISORY PERFORMANCE EVALUATION  
EVALUATION OF MANAGEMENT AND SUPERVISORY ABILITIES  
(Where Applicable)**

**INSTRUCTIONS:** Consider employee's ability to obtain desired output and quality of work, and to reach department's objectives by use of supervisory techniques. Rate the employee's overall performance in each area listed below.

**COORDINATION/TEAM WORK**

Consider whether employee coordinates work effectively with that of other operational units in organization

- |  |  |  |   |
|--|--|--|---|
| <input type="checkbox"/> Team worker. Always coordinates with other units of departments | <input type="checkbox"/> Usually coordinates work well with that of other operations | <input type="checkbox"/> Sometimes places importance of own work goals above organization. | <input type="checkbox"/> Never coordinate with other operations |
|--|--|--|---|

Evidence/Example to support rating:

**JUDGMENT**

Consider ability to make decisions and to use resources to best advantage. Does employee know when to seek advice?

- |  |   |   |  |
|--|---|---|--|
| <input type="checkbox"/> Anticipates problems & independently takes appropriate action | <input type="checkbox"/> Generally knows what should be done and how to go about it | <input type="checkbox"/> Has some difficulty in making necessary & sound judgment | <input type="checkbox"/> Makes frequent errors in judgment |
|--|---|---|--|

Evidence/Example to support rating:

**ADAPTABILITY**

Consider the speed with which employee learns and amount of training needed to teach new skills

- |   |   |  |   |
|---|---|--|---|
| <input type="checkbox"/> Immediately grasps new instructions/ideas & applies them to work | <input type="checkbox"/> Receptive to new instructions/ideas and applies them quite quickly | <input type="checkbox"/> Has some difficulty grasping new instructions/ideas without follow-up | <input type="checkbox"/> Very slow grasping new instructions/ideas even with constant supervision |
|---|---|--|---|

Evidence/Example to support rating:

**RELIABILITY**

Consider ability of employee to get work out, especially under pressure and to follow through to completion

- |  |   |  |   |
|--|---|--|---|
| <input type="checkbox"/> Handles even difficult problems with little or no supervision | <input type="checkbox"/> Fulfills commitments with normal supervision | <input type="checkbox"/> Occasionally fails to complete assignments. Needs direction | <input type="checkbox"/> Cannot be relied upon to carry out assignments without constant prodding |
|--|---|--|---|

Evidence/Example to support rating:

**ATTENDANCE.** Are employee's absences excessive? If yes, indicate the number of times absent in rating period and what action has been taken.

**PUNCTUALITY.** Is employee excessively late? If yes, indicate the number of times late in rating period and what action has been taken.

**I. EVALUATION CHECKLIST**

- Did you consider entire rating period?
- Did you consider every task?
- Did you determine the most important part of the job and give that greater consideration in evaluating the employee's performance?

**II. SUMMARY RATING**

In arriving at a summary rating do not merely add up or average the rating of individual factors. First determine which factors are of the greatest importance in performing the duties of the position. Give greater consideration to these factors in arriving at a summary rating. Use your ratings of the listed factors as a guide, but consider the overall performance of the employee in order to arrive at a summary rating.

- Outstanding     Satisfactory     Needs Improvement     Below Standard

III. If Summary Rating is Outstanding, Needs Improvement or Below Standard, state reasons for such rating below. Be specific, provide dates & details wherever possible. In addition to commenting on evaluation factors, cite other factors as well (attach add'l sheets if needed).

## APPENDIX F

### Illustration of Pension Provision

- I. A Board of Education (Board) employee hired on May 29, 2001 subsequently gets promoted, transferred or otherwise placed into HMEA on August 1, 2004. It would not matter what the former benefit calculation rate for pension was at that time (2.0%, 2.25%, 2.5%, etc.). Since the employee was employed by the Board prior to July 1, 2003, the employee is entitled to have his or her pension benefit calculated at the rate of two and three-quarters percent (2.75%) per each whole year of service, provided, the employee pays the contribution differential as required in Article III, Section 3.5 of this Agreement. If the employee does not pay the contribution differential, the employee's pension benefit will be calculated as set forth in paragraph II. below regardless of the employee's hire date. If the employee referenced above had been hired by the Board on July 15, 2003 and then transferred to the HMEA bargaining unit on August 1, 2004, the employee's pension benefits would be calculated as set forth in paragraph II. below.
  
- II. All new bargaining unit members hired, promoted or demoted into HMEA who have a hire date of July 1, 2003 or later, have a pension benefit in accordance with the provisions of Article III, Section 3.5 subsection f. as follows:
  - a. A benefit calculation rate of two percent (2%) per each whole year of service.
  - b. A minimum age of fifty-five (55) with twenty-five (25) years of City service for a normal, unreduced retirement.
  - c. A maximum allowable purchase of four (4) years of military service time as defined in Section 27-103 of the Connecticut General Statutes at the rate payable at the time of entry into City service with interest at the rate of seven percent (7%) per annum, payable within one (1) year of date of hire.
  - d. Vesting upon completion of five (5) years of continuous City service.
  - e. An employee contribution rate to the pension fund of five percent (5%) on the social security covered portion of earnings and eight percent (8%) on the excess earnings.
  - f. There shall be no sick leave exchange.
  - g. A maximum pension allowance of seventy percent (70%). The maximum pension allowance has been amended for employees retiring on or after June 29, 2009.
  - h. Normal retirement is at age sixty (60) with at least five (5) whole years of continuous City service.



**AGREEMENT**

**BETWEEN**

**THE CITY OF HARTFORD, CONNECTICUT**

**AND**

**HARTFORD MUNICIPAL EMPLOYEES ASSOCIATION**

July 1, 2007 to June 30, 2013

**INTEGRITY. DEDICATION. UNITY.**