

## MEMORANDUM

### Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board

From: Julian Freund, OPM

Subject: West Haven Firefighters Union Tentative Agreement

Date: March 8, 2019

#### **Background**

The previous collective bargaining agreement between the City of West Haven and the West Haven Professional Firefighters expired June 30, 2017. A Tentative Agreement for a contract term through June 30, 2022 was recently approved by the Firefighters union and is expected to go before the City Council on March 11.

There are currently 18 members of this bargaining unit.

#### **Summary of Major Economic Provisions**

##### Wages:

The Tentative Agreement provides for wage adjustments as follows:

- FY 2017/18: 0% general wage increase
- FY 2018/19: 0% general wage increase
- FY 2019/20: 0% general wage increase
- FY 2020/21: 0% general wage increase
- FY 2021/22: 1% general wage increase

##### Health Insurance:

- Shifts to HDHP with a deductible of \$2,000/\$4,000
- Health savings account with the City contributing 50% toward the deductible
- Employee contribution toward premium:
  - Current = 11%
  - FY 2019/20 = 11%
  - FY 2020/21 = 12%
  - FY 2021/22 = 13%
- Retirees to be eligible for same health benefit and at same premium cost share as actives and as may change over time
- Retiree health for employee only for those hired after ratification (not spouse)

**Summary of Savings: Firefighters Union Local 11**

General Topic	Change	Fiscal Impact			
		FY 19-20	FY 20-21	FY 21-22	
Wages	Wages Assumption (all Funds)	0%	0%	1.00%	
	Wages \$ (including Step)	\$ -	\$ -	\$ -	
	Step Yearly Increment Changes (\$)			\$ -	
Healthcare Health Premium Cost Share	HDHP / HSA Plan Design Change effective 7/1/19 (FY2020)	\$ 25,423	\$ 30,771	\$ 35,808	
	HPPH Employee Cost Share	11%	12%	13%	
Pension	No change	\$ -	\$ -	\$ -	
<b>Total Ongoing Savings:</b>		<b>\$ 25,423</b>	<b>\$ 30,771</b>	<b>\$ 35,808</b>	<b>\$ -</b>
Sick Leave	Current: 15 day/yr Max 175 <i>New: 12 days/yr Max 175</i>	\$ -	\$ -	\$ -	\$ -
Vacation Leave	1-7 yrs = 14 days, 7-10 yrs = 14 days, 10-15 yrs = 18 days 15-20 yrs = 22 days, 20-25 yrs = 28 days, 25-30 yrs = 30 days	\$ -	\$ -	\$ -	\$ -
<b>Total Savings (includes one-time and non-recurring)</b>		<b>\$ 25,423</b>	<b>\$ 30,771</b>	<b>\$ 35,808</b>	<b>\$ -</b>