

Police LOCAL #2080 Council #15 AFLCIO		2012-2013	2013-2014	2014-2015	2015-2016	Cumulative Cost
Summary of Contract Changes						
Salary Increases - No steps will be given in the year 2012-2013		0.00%	2.00%	2.50%	2.50%	
Premium Share for Employee Effective July 1 of each year.						
All employees are assumed to go to the HSA Plan effective Sept 1, 2013. If they wish to stay with the PPO Plan the must pay the difference in cost which is \$2,515 for single, \$4,830 for Single + 1 and \$6,943 for a Family Plan.		13.00%	9.00%	9.00%	10.00%	
		PPO	HSA	HSA	HSA	
Workers Compensation - Injury Leave has been reduced from Two years to a maximum of One Year						
Financial Impact of this is assumed to be an average of 1/3 of a year savings at the OT Rate of a Patrolman	A					
Financial Impact:						
	Base Cost					
Salary Increases	4,109,592		82,203	106,308	110,271	298,782
Overtime	301,835		6,037	7,697	7,889	21,623
Detective and Acting Pay Increment	90,764		1,815	2,314	2,372	6,502
Holiday Pay	301,835		6,037	7,697	7,889	21,623
Vacation Replacement	326,000		6,520	8,313	8,521	23,354
Shift Differential	168,000		3,360	4,284	4,391	12,035
Court, Sick, Shift Dif, Callback, Funeral, Other	402,000		8,040	10,251	10,507	28,798
Uniforms and Equipment	48,225		4,800	4,800	4,800	14,400
Master Pay Sick Leave at Zero days +\$500			1,000	1,000	1,000	3,000
Total Increase	5,748,251		119,812	152,664	157,641	430,117
Percentage Increase			2.08%	2.60%	2.62%	7.48%
FICA	83,350		1,667	2,125	2,179	5,971
Workers Comp \$4.84/100	227,664		4,553	5,805	5,951	16,309
Benefit Costs	311,014		6,220	7,931	8,129	22,280
Overall Cost before Insurance Savings	6,059,265		126,032	160,595	165,770	452,397
Percentage Increase			2.08%	2.60%	2.61%	7.47%
Insurance Savings Assumes 7% Medical Inflation			160,811	199,907	233,019	593,738
Workers Comp Average of 1/3 of a Patrolman's rate at 1.5 times	A		38,536	39,499	40,487	118,522
Elimination of Governor's Guard & Militia Duty			9,236	9,466	9,703	28,405
Benefit and Policy Changes Cost Savings			208,583	248,873	283,209	740,665
Net Cost of Contract			(82,551)	(88,278)	(117,439)	(288,268)
Cost increase as a percent of payroll			-1.36%	-1.50%	-2.03%	-4.76%

	F	G	H	I	J	K	L	M	N	O	P	Q
1	Police LOCAL #2080 Council #15 AFLCIO							2012-2013	2013-2014	2014-2015	2015-2016	Cumulative Cost
2	Summary of Contract Changes											
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5	Premium Share for Employee Effective July 1 of each year.							13.00%	9.00%	9.00%	10.00%	
6	All employees are assumed to go to the HSA Plan effective Sept 1, 2013. If they wish to stay with the PPO Plan they must pay the difference in cost which is \$2,515 for single, \$4,830 for Single + 1 and \$6,943 for a Family Plan.							PPO	HSA	HSA	HSA	
7												
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10	Financial Impact of this is assumed to be an average of 1/3 of a year savings at the OT Rate of a Patrolman					A						
11												
12	Financial Impact:						Base Cost					
13			Salary Increases				4,081,172		110,623	166,477	162,711	439,811
14			Overtime				301,835		6,037	7,697	7,889	21,623
15			Detective and Acting Pay Increment				90,764		1,815	2,314	2,372	6,502
16			Holiday Pay				301,835		6,037	7,697	7,889	21,623
17			Vacation Replacement				326,000		6,520	8,313	8,521	23,354
18			Shift Differential				168,000		3,360	4,284	4,391	12,035
19			Court, Sick, Shift Dif, Callback, Funeral, Other				402,000		8,040	10,251	10,507	28,798
20			Uniforms and Equipment				48,225		4,800	4,800	4,800	14,400
21			Master Pay Sick Leave at Zero days +\$500						1,000	1,000	1,000	3,000
22												
23			Total Increase				5,719,831		148,232	212,833	210,081	571,146
24												
25			Percentage Increase						2.59%	3.63%	3.45%	9.99%
26												
27			FICA				82,938		1,659	2,115	2,168	5,941
28			Workers Comp \$4.84/100				226,289		4,526	5,770	5,915	16,211
29												
30			Benefit Costs				309,226		6,185	7,885	8,082	22,152
31												
32	Overall Cost before Insurance Savings						6,029,057		154,416	220,718	218,163	593,298
33												
34			Percentage Increase						2.56%	3.57%	3.41%	9.84%
35												
36			Insurance Savings Assumes 7% Medical Inflation				1,273,278		160,811	179,698	211,396	551,905
37			Workers Comp Average of 1/3 of a Patrolman's rate at 1.5 times				37,780		38,536	39,499	40,487	118,522
38			Elimination of Governor's Guard & Militia Duty				9,055		9,236	9,466	9,703	28,405
39			Benefit and Policy Changes Cost Savings						208,583	228,664	261,586	698,832
40												
41			Net Cost of Contract						(54,167)	(7,946)	(43,422)	(105,534)
42			Cost increase as a percent of payroll						-0.90%	-0.13%	-0.73%	-1.75%
43												
44	Full cost of Contract (Actual Salary, OT and other pay including FICA and Workers Comp)						6,029,057		6,183,474	6,404,192	6,622,355	
45	Health Insurance Costs						1,273,278		1,112,466	1,182,709	1,246,380	
46	Savings resulting from Workers Comp change and Elimination of Governors Guard						(46,835)		(47,771)	(48,966)	(50,190)	
47	Total Costs						7,255,500		7,248,169	7,537,935	7,818,545	
48	% Change year to year								-0.10%	4.00%	3.72%	

*revised from
Hay Conrad 7/30/13*

TO: Westport RTM
FROM: Dewey J. Loselle
John F. Suggs
DATE: July 25, 2013
RE: Proposed Amendment to RTM Agenda Item Number 4 - July 30, 2013

We wish to propose the following amendment to the existing language to Agenda Item 4 which we will introduce on the floor on Tuesday July 30, 2013. The changes are highlighted below:

Current Language:

4. To take such action as the meeting may determine to amend the Representative Town Meeting Rules of Procedure, Article VI, Section A162-20 (Conflicts of Interest) by adding the following sentence: "Potential ethics concerns may be discussed with the Moderator, Deputy Moderator, Town Attorney or Assistant Town Attorney".

Proposed Language Modification/Amendment:

To take such action as the meeting may determine to amend the Representative Town Meeting Rules of Procedure, Article VI, Section A162-20 (Conflicts of Interest) by adding the following sentence: "Potential ethics concerns *shall be communicated to one of the following Town Officials:* the RTM Moderator, Deputy RTM Moderator, Town Attorney or Assistant Town Attorney *for review and appropriate action.*"

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