

Agreement

By and Between

The Town of Trumbull

and the



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

July 1, 2012 to June 30, 2017

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PREAMBLE

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

ARTICLE 1 RECOGNITION

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

ARTICLE 2 NO DISCRIMINATION

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

ARTICLE 3 EMPLOYEE RIGHTS AND REPRESENTATION

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

ARTICLE 4 UNION SECURITY/DUES, AGENCY FEES

Section 4.0 All full time permanent employees shall within thirty (30) days of the signing of this agreement or within thirty (30) days of the date of hire, as a condition of employment, remain or become and remain a member of the Union and shall pay to the Union monthly

Union dues in an amount uniformly required of its members. In lieu thereof, any current employees, or any employee hired after the effective date of this Agreement may choose not to become a member of the Union, in which case such employee shall, as a condition of employment pay a monthly service fee to the Union which shall be in an amount determined by the Union in accordance with law.

Section 4.1 The Town agrees to deduct from the pay of each employee who has signed a payroll deduction authorization card, a sum certified in writing by the Union as Union dues and service fees. Such deductions shall be made weekly from the payroll and an amount equal to the total of all such deductions shall be mailed monthly to the Union office together with a list of employees from whose wages these sums have been deducted.

Section 4.2 The Union agrees to indemnify, defend and hold the Town harmless from and against any and all claims arising out of and under the provisions of Section 4.1 of this Agreement.

ARTICLE 5 MANAGEMENT RIGHTS

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

ARTICLE 6 SENIORITY/PROBATION/PROMOTIONS/TRANSFERS

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

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

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

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

Section 6.3 Probationary Period: Employees shall be considered probationary during their first one hundred eighty (180) days of employment. During such probationary period the employees shall not attain seniority rights under this Agreement, and such probationary employee will be subject to discharge by the Town, without access to the Grievance Procedure. At the successful completion of the probationary period, seniority shall be retroactive to the commencement of employment.

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

ARTICLE 7 LAYOFF AND RECALL

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

Section 7.1 Employees shall be given at least two (2) weeks notice prior to the effective date of layoff. Additionally, recognizing the overall average age of the supervisors unit and reemployment prospects, the Town shall pay four (4) weeks (base pay) as severance pay. The Town has the option to pay six (6) weeks (base pay) as severance pay in lieu of the two (2) weeks notice referenced above.

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

- a. For a period of twenty-four (24) months, the affected employee shall have the

right to be recalled to the job from which he/she was laid off, if a position should become vacant or be reinstated to a position in a lower job if qualified.

ARTICLE 8
HOURS OF WORK

Section 8.0 Normal work days and week shall continue as currently practiced. Each employee shall be entitled to a one (1) hour unpaid lunch period each day and two (2) fifteen (15) minute paid breaks.

Section 8.1 The Chief Park Ranger and Park Ranger shall receive a \$.60 per hour shift differential for any hours worked after 5:00 p.m. .

ARTICLE 9
OVERTIME/CALL BACK

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

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

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

Section 9.3 Compensatory time may be substituted for overtime pay upon the mutual agreement of the employee and the First Selectman or his/her designee. Compensatory time shall be used within thirty (30) days of the date on which it was earned, and in accordance with applicable law, or shall be paid out to the employee at the applicable overtime rate.

Section 9.4 When an employee is called in for work outside of his/her normal hours by the First Selectman or designee, he/she shall be paid a minimum of three (3) hours at the applicable overtime rate. This provision should apply once in any one day. A day is defined as the twenty-four (24) hour period starting at 8:00 a.m. one day until 8:00 a.m. the next day. If a call back occurs more than once in any calendar day, overtime shall be paid for all hours worked. Call back is defined as overtime which is not contiguous to the regular work hours. Regular attendance at board, Commission or similar meetings are also exempt from call back provision and shall be paid at the applicable overtime rate.

Section 9.5 There shall be no pyramiding of overtime.

ARTICLE 10
GRIEVANCE PROCEDURE

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

Section 10.1 Definitions

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

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

STEP TWO If the employee or the Union is not satisfied with the decision rendered at Step One, the employee or the Union shall submit the Grievance in writing to the First Selectman or his designee, within ten (10) days of the latter of (a) the date of the incident giving rise to the Grievance or the date the incident is first discovered, or (b) the response from the Department Head. The First Selectman or his/her designee shall meet with the grievant and his/her Union Representative within ten (10) days of receipt of the written Grievance, and shall render a decision within ten (10) days of meeting the grievant and the Union.

STEP THREE If the First Selectman's decision is not satisfactory to the Union, the grievance may be submitted by the Union to the Connecticut State Board of Mediation and Arbitration, within twenty (20) days after receipt of the decision. The Union shall also notify the Town of said appeal. The grievance may be heard under the expedited arbitration rules upon the mutual agreement of the parties, in which case (i) the hearing shall be held within forty-five (45) days of filing with the State Board of Mediation and Arbitration; (ii) in cases where both parties agree, a bench decision shall be made; (iii) briefs shall be filed within fourteen (14) days of the close of the hearing, unless the parties mutually agreed not to file briefs; and (iv) a written decision rendered within fourteen (14) days thereafter. The arbitrators mutually agreed to by the parties for expedited arbitration shall be Thomas Staley and Louis Pittocco. Grievances heard via the expedited arbitration procedure shall be heard on an alternating basis by the arbitrators named above. If necessary, panel replacements or substitutes shall be mutually agreed to by the Town and Union from a list of AAA arbitrators who are also on the CSBMA.

The arbitrator shall have no power to add to, subtract from, amend, alter or delete any provision of the Agreement but shall only have the power to interpret the specific terms of this Agreement. The decision of the arbitrator shall be final and binding upon both parties; however, both parties shall have a right of appeal to the courts in accordance with proceedings under the Connecticut General Statutes.

Such panel shall be reviewed annually by the parties for renewal. If one party desires a change in the panel then such change shall be mutually agreed.

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

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

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

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

ARTICLE 11 DISCIPLINE

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

Within forty-eight (48) hours of any suspension or discharge, the Town shall deliver to the Union President or designee and the employee a statement of the reason(s) for such discipline. Copy to the employee may be sent by certified mail.

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

Section 11.1 Each employee shall have the right to see and review his or her personnel file upon request with the Personnel Manager. The Town shall provide one copy per year to each employee upon request, of the contents of his/her personnel file at no cost to the employee. If an employee disagrees with any item in his/her personnel file the employee may submit a written reply which shall be attached to the objectionable item. Only disciplinary action which is in the employee's personnel file or of which he or she is otherwise aware, may be used for progressive disciplinary purposes.

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

Section 11.3 Disciplinary action, whether verbal, written warnings, or any other types of action, shall not be considered for purposes of progressive discipline after one (1) year, provided a similar infraction has not occurred within the one year period.

ARTICLE 12 INSURANCE BENEFITS

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

- a. Comp Mix insurance plan, with \$500 individual and \$1,000 family (two person or more) deductible, a summary of which is set forth in Schedule A.
- b. dental coverage (\$50 deductible, 20% co-pay, \$2,000 annual per person covered); vision care plan;
- c. prescription coverage: \$5 generic; \$15 brand-name formulary; \$35 brand-name non-formulary; unlimited maximum; mail order 2 times retail co-pay for 90 day supply;
- c. life insurance \$30,000 (employee only) plus an AD&D Policy in the amount of \$30,000.

Effective upon signing employees shall contribute a thirteen (13%) percent of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction. Effective July 1, 2013, employees shall contribute thirteen and one-quarter (13.25%) percent of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction. Effective July 1, 2014, employees shall contribute thirteen and one-half (13.5%) percent of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction. Effective July 1, 2015 employees shall contribute thirteen and three-quarters (13.75%) percent per year of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction. Effective July 1, 2016, employees shall contribute fourteen and one-half (14.5%) percent per year of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction.

Section 12.1 New employees shall be eligible to receive the above benefits after successfully completing thirty (30) days of their probationary period.

Section 12.2 The Town shall provide, at no expense to the employees, a disability insurance which will provide at least sixty-six and two-thirds (66.66%) replacement income for

twenty-six weeks after the fifteenth day of absence for any non-work related illness or injury. Such sixty-six and two-thirds (66.66%) pay shall be based on the employee's regular weekly base pay.

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

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

Section 12.3 The Town reserves the right, in lieu of the insurances provided in Sections 12.0 and 12.1, to substitute the third party administrator currently being used and to change the plan itself, to a plan which offers benefits equal to or better on an overall basis than those offered as of the effective date of this Agreement. In determining whether a plan is "equal to or better than" that currently offered, reliability and reputation for prompt payment shall be considered. The Union shall be notified at least ninety (90) days prior to any such change.

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

Section 12.5 Insurance Waiver

- a. Eligible employees may elect to waive all group health coverage and in lieu thereof, receive a payment annually in accordance with the following schedule: single-\$1,875.00; two-person-\$3,700.00; family-\$5,000.00.
- b. Payment to those employees waiving health coverage will be made on an annual basis. Notice of intent to elect and re-elect the waiver must be filed with the Human Resources/Civil Service Department by June 30th of the previous year. The waiver shall remain in effect until the employee files a written request for reinstatement of insurance. Employees must notify Human Resources at least thirty (30) days prior to the first of the month in which medical coverage will resume and are required to return to the Town of Trumbull a pro-rated portion of the bonus, one-twelfth (1/12) for each month of the calendar year that the coverage is in effect, payable in a manner indicated by the Town. Reinstatement of Town medical coverage in the middle of the plan year is permitted if the employee experiences' a loss of health insurance coverage by his/her carrier.

- c. An Employee may not receive compensation for waiving group health coverage, if the employee's spouse is an employee of the Town or Board of Education and participates in the group health plan. The Town of Trumbull may, at its discretion, amend the program's schedule or discontinue the program.

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

ARTICLE 13 PENSION

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

Employee contributions to the Pension Plan shall increase to the following percentages, effective on the dates below:

7/1/14 – 5.5%
7/1/15 – 6.0%

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

ARTICLE 14 HOLIDAYS

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

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

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

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

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

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

ARTICLE 15
VACATION LEAVE

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

Years of completed service:

1 year but less than 5 years of service	10 days
5 years but less than 10 years of service	15 days
10 years but less than 20 years of service	20 days
20 or more years of service	25 days

Employees who already enjoy four (4) weeks of vacation shall be grandfathered until they are eligible for additional vacation time according to this schedule.

Section 15.1 For the purpose of computing vacation time, only dismissal and unpaid leave of absence of more than thirty (30) days will break the continuity of service; other leave will not deter vacation leave accrual during such leave. Vacation leave shall not be granted to employees with less than six (6) months service, employees shall have their accrual of such leave computed from the date of their original appointment.

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

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

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

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

Section 15.6 Voluntary carry-over of up to ten (10) days of vacation may be allowed with the

approval of the Department Head. Accumulated time must be used prior to the anniversary date the following year or it shall be forfeited.

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

ARTICLE 16
SICK LEAVE

Section 16.0 Full-time employees shall be granted sick leave on the basis of one day per month and the accumulation of such sick leave shall be unlimited. Any employee hired after February 1, 2005 shall be allowed to accumulate up to 180 days maximum.

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

ARTICLE 17
WAGES

Section 17.0 Effective July 1, 2012 and until June 30, 2017, the wage schedule attached as Appendix B shall be in effect.

On each July 1 of 2012, 2013, 2014, 2015 and 2016, employees not already on the top step shall advance one step.

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

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

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

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

ARTICLE 18
WORKERS' COMPENSATION

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

ARTICLE 19
LEAVE PROVISIONS

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

Section 19.1 Absences with pay up to two (2) days per calendar years to conduct personal business shall be granted providing it does not interfere with the operation of the department.

Specifically, full time employees hired prior to June 30 of a given calendar year are entitled to two (2) personal days at the conclusion of their probationary period. Full time employees hired after June 30 in a given calendar year are not entitled to a personal day upon the completion of their probationary period but are then entitled to two (2) personal days on January 1 of the following calendar year. Probationary, seasonal, temporary, and part-time employees shall not be eligible for personal leave.

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

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

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

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

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

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

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

Section 19.6 Union Leave

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

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

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

ARTICLE 20

WEARING APPAREL/EQUIPMENT/CLOTHING UNIFORMS/REPLACEMENT

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

Section 20.1 The Town shall continue its program of supplying safety shoes, or a payment therefore, and safety glasses for all members of the bargaining unit whose duties require them to wear such safety equipment. Those classifications eligible for safety shoes and glasses are shown on Appendix C. Payment for safety shoes in the amount of \$150 annually, will be payable to eligible members by August 1 of each year.

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

provided in the past.

Section 20.3 The Town shall replace or reimburse the employee for any wrist watches (up to \$50) or eyeglasses (up to \$150) damaged or destroyed while carrying out the duties of his job.

ARTICLE 21 GENERAL PROVISIONS

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

Section 21.1 The Town shall provide a copy of this Agreement to each employee presently employed and to each new employee upon employment.

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

Section 21.3 There shall be no alteration, variation, no amendment of the terms and conditions of this Agreement, unless made and agreed to in writing by both parties. Any agreement must be approved by the Union membership and the Town Council in order to become effective.

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

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

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

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

Section 21.8 a. The Town agrees to continue in force for the duration of this Agreement, for those benefits and privileges, previously granted to and enjoyed by the members of the

bargaining unit but which may not be specifically mentioned herein.

b. This Agreement represents the full and complete Agreement between the parties with respect to all matters relative to rates of pay, hours of work and terms and conditions of employment. The parties agree that there has been full opportunity to bring up for negotiation any matter pertaining to rates of pay, hours of work and conditions of employment, and that no such matters will be brought up for negotiation during the term of this Agreement.

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

Section 21.9 Any employee who is required by the Town to attend any training or conferences shall be reimbursed for enrollment fees, meals (where applicable), travel, and lodging (where applicable) in accordance with current Town policy.

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

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

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

ARTICLE 22 SAFETY & HEALTH

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

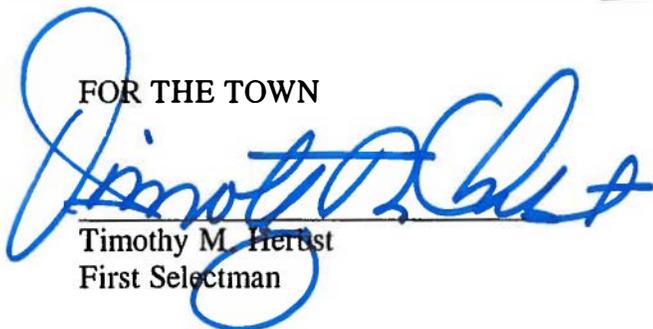
ARTICLE 23
DURATION

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

This Agreement shall remain in effect until June 30, 2017 and shall be amended pursuant to the Municipal Employee Relations Act.

Signed this 12 th day of March, 2013:

FOR THE TOWN



Timothy M. Herbst
First Selectman

FOR THE UNION



Kevin Boyle, Jr.
President

Signed:



Mary Markham
Union Representative

APPENDIX A

CENTURY PREFERRED \$20 COPAYMENT, \$500 IN-NETWORK / \$1,000 OUT-OF-NETWORK POLICY YEAR DEDUCTIBLE / 80-60% COINSURANCE- MATHAS FD 003

Century Preferred is a preferred provider organization (PPO) plan.

COST SHARE PROVISIONS	In-Network Member pays:	Out-of-Network Member pays:
Annual Deductible (<i>individual/family</i>)	\$500 / \$1,000	\$1,000 / \$2,000
Coinsurance	20% after deductible up to	40% after deductible up to
Coinsurance Maximum (<i>individual/family</i>)	\$1,000 / \$2,000	\$2,000 / \$4,000
Cost Share Maximum (<i>individual/family</i>)	\$1,500 / \$3,000	\$3,000 / \$6,000
Lifetime Maximum	Unlimited	Unlimited

PREVENTIVE CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Well child care	\$0 Copayment, Deductible waived	40%
Periodic, routine health examinations	\$0 Copayment, Deductible waived	40%
Routine eye exams	\$0 Copayment, Deductible waived	40%
Routine OB/GYN visits	\$0 Copayment, Deductible waived	40%
Mammography	Covered	40%
Hearing screening	\$0 Copayment, Deductible waived	40%

MEDICAL CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Office visits	\$20 Copayment, Deductible waived	40%
Outpatient mental health & substance abuse	\$0 Copayment, Deductible waived	40%
OB/GYN care	\$20 Copayment, Deductible waived	40%
Maternity care	\$20 Copayment, Deductible waived	40%
Diagnostic lab and x-ray	20%	40%
High-cost outpatient diagnostic – <i>prior authorization required</i> <i>The following are subject to copay: MRI, MRA, CAT, CTA, PET, SPECT scans</i> <i>Note: \$375.00 Copayment maximum per Member per Calendar Year</i>	\$75 Copayment, Deductible waived (see note)	40%
Allergy services <i>Office visits/testing</i>	\$20 Copayment, Deductible waived	40%
<i>Injections—80 visits in 3 years</i>	20%	40%

HOSPITAL CARE – Prior authorization required		
Semi-private room (<i>General/Medical/Surgical/Maternity</i>)	20%	40%
Inpatient mental health & substance abuse	20%	40%
Skilled nursing facility – <i>up to 120 days per calendar year</i>	20%	40%
Rehabilitative services – <i>up to 60 days per person per calendar year</i>	20%	40%
Outpatient surgery – <i>in a hospital</i>	20%	40%
Ambulatory Surgery – <i>in other than a hospital setting</i>	\$100 Copayment Deductible Waived	40%

EMERGENCY CARE		
Walk-in centers	\$20 Copayment, Deductible waived	40%
Urgent care – <i>at participating centers only</i>	\$75 Copayment, Deductible waived	Not Covered
Emergency care – <i>copayment waived if admitted</i>	\$100 Copayment, Deductible waived	\$100 Copayment, Deductible waived
Ambulance	20%	20%



OTHER HEALTH CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Outpatient rehabilitative services <i>30 visit maximum for PT, OT and ST per year. 20 visit maximum for Chiro. per year.</i>	\$20 Copayment, Deductible waived	40%
Durable medical equipment / Prosthetic devices <i>Unlimited maximum per calendar year</i>	50%	50%
Diabetic supplies, drugs & equipment <i>Diabetic drugs are covered at in-network benefit level.</i>	50%	50%
Infertility – prior authorization required <i>Some restrictions may apply</i>	20%	40%
Home Health Care <i>200 Visits per member, per calendar year</i>	20%, Deductible waived	20%, Deductible waived

PREVENTIVE CARE SCHEDULES

Well Child Care (including immunizations)

- ◆ 7 exams, birth to age 1
- ◆ 7 exams, ages 1 – up to 5
- ◆ 1 exam every year, ages 5 - 22

Mammography

- ◆ 1 baseline screening, ages 35-39
- ◆ 1 screening per year, ages 40+
- ◆ Additional exams when medically necessary

Adult Exams

- ◆ 1 exam every year, ages 21 +

Vision Exams: 1 exam every 2 calendar years

Hearing Exams: 1 exam every 2 calendar years

OB/GYN Exams: 1 exam per calendar year

Notes To Benefit Descriptions

- ◆ In situations where the member is responsible for obtaining the necessary prior authorization and fails to do so, benefits may be reduced or denied.
- ◆ Home Health Care services are covered when in lieu of hospitalization. Includes infusion (IV) therapy.
- ◆ Members must utilize participating Blue Quality Centers for Transplant hospitals to receive benefits for Human Organ & Tissue Transplant services. This network of the finest medical transplant programs in the nation is available to members who are candidates for an organ or bone marrow transplant. A nurse consultant trained in case management is dedicated to managing members who require organ and/or tissue transplants. Covered services are subject to an unlimited lifetime maximum (except travel services \$10,000 max still applies)
- ◆ Members are responsible for the balance of charges billed by out-of-network providers after payment for covered services has been made by Anthem Blue Cross and Blue Shield according to the Comprehensive Schedule of Professional Services.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

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 Plan. Please refer to your Subscriber Agreement/Certificate of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; 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.

CENTURY PREFERRED 3-TIER MANAGED PRESCRIPTION DRUG PROGRAM

\$5 Copayment Generic Drugs

\$15 Copayment Listed Brand-Name Drugs

\$35 Copayment Non-Listed Brand-Name Drugs

Unlimited Annual Maximum

Description of Benefits

You Pay:

Tier 1: Generic Drugs	The term “generic” refers to a prescription drug that is considered non-proprietary and 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.	\$5
Tier 2: Listed Brand-Name Drugs	The term “listed brand-name” refers to a brand-name prescription drug identified on the formulary by Anthem Blue Cross and Blue Shield. Tier 2 copayment applies.	\$15
Tier 3: Non-Listed Brand-Name Drugs	The term “non-listed brand-name” refers to a brand-name prescription drug not identified on the formulary by Anthem Blue Cross and Blue Shield. Tier 3 copayment applies.	\$35

Plan Pays:

Annual Maximum	Per member per calendar year	Unlimited
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How To Use The 3-Tier Managed Prescription Drug Program

The 3-Tier Managed Prescription Drug Program incorporates different levels of copayments for three types of prescription drugs: generic, listed brand-name and non-listed brand-name, as defined in the chart above. The formulary lists generics and brand-name drugs that have been selected for their quality, safety and cost-effectiveness. These listed drugs have lower member copayments than non-listed drugs (but may not have a lower overall cost in all instances.) You minimize your copayments when you use generic prescriptions and listed brand-name prescriptions. You’ll still have coverage for non-listed brand-name drugs, but at a higher cost share. **Talk to your provider** about using generic drugs or listed brand-name drugs included on the formulary. You’ll have lower copayments when you use these drugs.

- You will be responsible for **one** copayment when purchasing a **30-day supply** of prescription drugs from a participating retail pharmacy.
- You’ll be responsible for **two** copayments when purchasing a **30-day to 90-day supply** of maintenance drugs through the mail-order program.

Generic Substitution: Prescriptions may be filled with the generic equivalent when available.

- When you purchase a generic drug at a participating pharmacy, you’ll only be responsible for a Tier 1 copayment.
- When a generic equivalent is available and you obtain a listed or non-listed brand-name drug, you will be responsible for the applicable Tier copayment *plus* the difference in cost between the generic and listed or non-listed brand-name drug. This provision applies unless your provider obtains Prior Authorization. When Prior Authorization is obtained (at the discretion of Anthem Blue Cross and Blue Shield), you will be responsible only for the applicable Tier copayment.

Connection (Concurrent Drug Utilization Review)

Connection works with the retail pharmacy’s standard guidelines to provide a **second level of quality and safety checks**. The process, which is provided on-line as part of the electronic claims filing process, helps promote access to safe, appropriate, cost-effective medications for members. Connection involves a series of rules or guidelines, which identify potential medication therapy issues and deliver a message to the pharmacy by computer before the medication is dispensed. The process alerts the pharmacist of potential issues such as drug-to-drug interactions, refills requested too close together, incorrect dosing or drug duplications.

Pharmacy Programs

Voluntary Mail-service Program

Members have access to Anthem Rx, the voluntary mail-service drug program for members who regularly take one or more types of maintenance drugs. Members can order up to a **90-day supply** of these medications and have them delivered directly to their home.

The \$5 generic/\$15 listed brand-name/\$35 non-listed brand-name copayment and unlimited annual maximum apply. When ordering a **30-day to 90-day supply**, two copayments will apply, as follows: \$10 generic/\$30 listed brand-name/\$70 non-listed brand.

National Pharmacy Network

Members also have access to a network of more than 65,000 retail pharmacies throughout the country. Members may call

1-866-281-2966, or go to www.anthem.com/pharmacyinformation 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.

Points to Remember

- Anthem Blue Cross and Blue Shield will provide coverage for prescription drugs dispensed by a participating pharmacy when prescription drugs are deemed medically necessary based on specific criteria and dispensed pursuant to a prescription issued by a participating physician or by a non-participating physician, subject to copayment.
- Anthem Blue Cross and Blue Shield will not be liable for any injury, claim or judgment resulting from the dispensing of any drug covered by this plan. Anthem Blue Cross and Blue Shield will not provide benefits for any drug prescribed or dispensed in a manner contrary to normal medical practice.
- Anthem Blue Cross and Blue Shield reserves the right to apply quantity limits to specified drugs as listed on the formulary. If a member requires a greater supply, the member's provider can follow the prior authorization process.

Prescription Drug Eligibility

Eligible prescription drug benefits are limited to injectable insulin and those drugs, biologicals, and compounded prescriptions that are required to be dispensed only according to a written prescription, and included in the United States Pharmacopoeia, National Formulary, or Accepted Dental Remedies and New Drugs, and which, by law, are required to bear the legend: "Caution—Federal Law prohibits dispensing without a prescription" or which are specifically approved by the Plan.

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 order. All prescriptions are subject to the quantity limitations imposed by state and federal statutes.

This drug rider does not provide drugs dispensed by other than a licensed, retail pharmacy or our mail-order service; any drug not required for the treatment or prevention of illness or injury; vaccines or allergenic extracts; devices and appliances; needles and syringes that are not prescribed by a provider for the administration of a covered drug; prescriptions dispensed in a hospital or skilled nursing facility; over-the-counter or non-legend drugs; antibacterial soaps/detergents, shampoos, toothpastes/gels and mouthwashes/rinse.

Benefits for prescription birth control are covered for most groups. However, such coverage is optional if your group is self-insured or a bona fide religious organization. Check with your benefits administrator.

This is not a legal contract. It is only a general description of the \$5 generic/\$15 listed brand-name/\$35 non-listed brand-name 3-Tier Managed Prescription Drug Program with an unlimited annual maximum. Please consult the Evidence of Coverage or prescription drug rider for a complete description of benefits and exclusions applicable to your coverage.

07-2012

Page 2 of 2

**WELCOME TO
BLUE VIEW VISION!**

Good news—your vision plan is flexible and easy to use. This benefit summary outlines the basic components of your plan, including quick answers about what's covered, your discounts, and much more.



Blue View VisionSM A5.0 130.130

Your Blue View Vision network

Blue View Vision offers you one of the largest vision care networks in the industry, with a wide selection of experienced ophthalmologists, optometrists, and opticians. Blue View Vision's network also includes convenient retail locations, many with evening and weekend hours, including LensCrafters[®], Sears Optical[™], Target Optical[®], JCPenney[®] Optical, and most Partly Vision[®] locations. Best of all—when you receive care from a Blue View Vision participating provider, you can maximize your benefits and money-saving discounts.

Out-of-network: If you choose to, you may receive covered benefits outside of the Blue View Vision network. Just pay in full at the time of service, obtain an itemized receipt, and file a claim for reimbursement of your out-of-network allowance. In-network benefits and discounts will not apply.

YOUR BLUE VIEW VISION PLAN AT-A-GLANCE

VISION PLAN BENEFITS

Routine eye exam once every calendar year

IN-NETWORK

\$5 copay

OUT-OF-NETWORK

\$48 allowance

Eyeglass frames

Once every calendar year you may select an eyeglass frame and receive an allowance toward the purchase price.

\$130 allowance, then 20% off any remaining balance

\$64 allowance

Eyeglass lenses (Standard)

Once every calendar year you may receive any one of the following lens options:

- o Standard plastic single vision lenses (1 pair)
- o Standard plastic bifocal lenses (1 pair)
- o Standard plastic trifocal lenses (1 pair)

\$0 copay
\$0 copay
\$0 copay

\$36 allowance
\$54 allowance
\$69 allowance

Eyeglass lens enhancements

When obtaining covered eyewear from a Blue View Vision provider, you may choose to add any of the following lens enhancements at no extra cost:

- o Trivium[™] Lenses (for a child under age 15)
- o Standard Polycarbonate (for a child under age 19)
- o Factory Scratch Coating

\$0 copay
\$0 copay
\$0 copay

No allowance on lens enhancements when obtained out-of-network

Contact lenses – once every calendar year

Prefer contact lenses over glasses? You may choose contact lenses instead of eyeglass lenses and receive an allowance toward the cost of a supply of contact lenses.

- o Elective Conventional Lenses, or
- o Elective Disposable Lenses, or
- o Non-Elective Contact Lenses

\$130 allowance, then 15% off any remaining balance

\$130 allowance (no additional discount)

Covered in full

\$105 allowance

\$105 allowance

\$210 allowance

Your contact lens allowance can only be applied toward the first purchase of contacts you make during a benefit period. Any unused amount remaining cannot be used for subsequent purchases made during the same benefit period, nor can any unused amount be carried over to the following benefit period.

EXCLUSIONS & LIMITATIONS (not a comprehensive list)

Combined Offers. Not to be combined with any other coupon, or in-store advertisement.

Excess Amounts. Amounts in excess of covered vision expense.

Sunglasses. Sunglasses and accompanying frames.

Safety Glasses. Safety glasses and accompanying frames.

Not Specifically Listed. Services not specifically listed in this plan as covered services.

Lost or Broken Lenses or Frames. Any lost or broken lenses or frames are not eligible for replacement unless the insured person has received his or her normal service interval as indicated in the plan design.

Non-Prescription Lenses. Any non-prescription lenses, eyeglasses or contacts, plano lenses or lenses that have no refractive power.

Orthoptics. Orthoptics or vision training and any associated supplemental testing.

Trivium and the shield are registered trademarks of Trivium Optical, Inc.

OPTIONAL SAVINGS AVAILABLE FROM IN-NETWORK PROVIDERS ONLY

**In-network Member Cost
(after any applicable copay)**

Retinal Imaging - at member's option can be performed at time of eye exam

Not more than \$39

Eyeglass lens upgrades

When obtaining eyewear from a Blue View Vision provider, you may choose to upgrade your new eyeglass lenses at a discounted cost. Eyeglass lens copayment applies.

• Transitions [®] Lenses (Adults)	\$75
• Standard Polycarbonate (Adults)	\$40
• Tint (Solid and Gradient)	\$15
• UV Coating	\$15
• Progressive Lenses ¹	
o Standard	\$65
o Premium Tier 1	\$91
o Premium Tier 2	\$97
o Premium Tier 3	\$133
• Anti-Reflective Coating ²	
o Standard	\$45
o Premium Tier 1	\$57
o Premium Tier 2	\$68
• Other Add-ons and Services	20% off retail price

Additional Pair of Eyeglasses

Anytime from any Blue View Vision network provider

• Complete Pair	40% off retail price
• Eyeglass materials purchased separately	20% off retail price

Eyewear Accessories

• Items such as non-prescription sunglasses, lens cleaning supplies, contact lens solutions, eyeglass cases, etc.	20% off retail price
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Contact lens fit and follow-up

A contact lens fitting and up to two follow-up visits are available to you once a comprehensive eye exam has been completed.

• Standard contact lens fitting	Up to \$55 10% off retail price
• Premium contact lens fitting ⁴	

Conventional Contact Lenses

• Discount applies to materials only	15% off retail price
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**Laser vision correction surgery
LASIK refractive surgery**

• Discount per eye	For more information, go to athens.com/eye/care and select vision care.
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¹ Please ask your provider for his/her recommendations as well as the progressive brands by her.

² Please ask your provider for his/her recommendations as well as the coating brands by her.

³ A standard contact lens fitting includes specialty contact lenses for contact lens wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

⁴ A premium contact lens fitting includes elite lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and multifocal.

OUT-OF-NETWORK

If you choose an out-of-network provider, please complete an out-of-network claim form and submit it along with your itemized receipt to the fax number, email address, or mailing address below. When visiting an out-of-network provider, discounts do not apply and you are responsible for payment of services and/or eyewear materials at the time of service.

To Fax: 966-239-7373
 To Email: ocnclaims@eyewarriorspecialists.com
 To Mail: Blue View Vision
 Attn: OCN Claims
 P.O. Box 8504
 Mason, OH 43040-7111

Blue View Vision is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care physician from your medical network. If you have questions about your benefits or need help finding a provider, visit athens.com or call us at 1-866-723-0515.

This is a primary vision care benefit intended to cover only routine eye examinations and corrective eyewear. Benefits are payable only for expenses incurred while the group and individual member's coverage is in force.

This information is intended to be a brief outline of coverage. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's policy which shall control in the event of a conflict with this overview. Discounts referenced are not covered benefits under this vision plan and therefore are not included in the member's policy. Framed discounts may not apply to some frames where the manufacturer has imposed a no discount policy on sales at retail and independent provider locations. Discounts are subject to change without notice. This benefit overview is only one piece of your entire enrollment package.

Athena Blue Cross and Blue Shield is the sole name of its Corporate and Other Health Plans, Inc. a Member of the Health Plans of Athena Health Corporation. Athena Health Plans of Athena Health, Inc. is a member of the Blue Cross and Blue Shield Association. BAH116 U is a registered trademark of Athena Insurance Corporation, Inc. The Blue Cross and Blue Shield names and symbols are the registered marks of the Blue Cross and Blue Shield Associations.

APPENDIX B
SALARY SCHEDULE

Effective July 1, 2012
0% Increase

	Step 1	Step 2	Step 3	Step 4
Library System Director	\$77,872	\$80,195	\$82,588	\$85,053
Assistant Library System Director	\$72,074	\$74,132	\$76,252	\$78,436
Senior Services Director	\$63,407	\$65,138	\$66,921	\$68,757
Tax Assessor	\$75,044	\$77,295	\$79,615	\$82,002
Tax Collector	\$67,910	\$69,889	\$71,928	\$74,028
School Nurse Supervisor	\$72,950	\$75,139	\$77,393	\$79,715
Internal Auditor	\$68,459	\$70,435	\$72,472	\$74,570
Building Official	\$81,824	\$84,266	\$86,781	\$89,372
Purchasing Agent	\$67,220	\$69,224	\$71,288	\$73,413
Chief Park Ranger	\$64,015	\$65,832	\$67,703	\$69,629
Park Ranger	\$54,734	\$56,184	\$57,675	\$59,211
Recreation Director	\$75,296	\$77,216	\$79,191	\$81,228
Town Engineer	\$88,189	\$90,834	\$93,787	\$96,601
Accounting Manager	\$64,839	\$66,785	\$68,789	\$70,851
Golf Course Superintendent	\$60,311	\$62,120	\$63,985	\$65,903
Sewer Coordinator	\$69,703	\$71,782	\$73,922	\$76,127
Youth Director	\$50,003	\$51,504	\$53,048	\$54,639
Assistant Golf Course Superintendent	\$45,624	\$46,993	\$48,403	\$49,855
Technology Coordinator	\$76,000	\$78,272	\$80,613	\$83,023
Assistant Recreation Director	\$44,173	\$45,485	\$46,836	\$48,229
Manager of Technology/Library	\$60,570	\$62,374	\$64,234	\$66,146
Town Planner	\$85,000	\$87,542	\$90,159	\$92,855

Note: Revised based on allocation of one-time wage adjustment in the total amount of \$37,500

Effective July 1, 2013
2.25% Increase

	Step 1	Step 2	Step 3	Step 4
Library System Director	\$79,624	\$81,999	\$84,446	\$86,967
Assistant Library System Director	\$73,696	\$75,800	\$77,968	\$80,201
Senior Services Director	\$64,834	\$66,604	\$68,427	\$70,304
Tax Assessor	\$76,732	\$79,034	\$81,406	\$83,847
Tax Collector	\$69,438	\$71,462	\$73,546	\$75,694
School Nurse Supervisor	\$74,591	\$76,830	\$79,134	\$81,509
Internal Auditor	\$69,999	\$72,020	\$74,103	\$76,248
Building Official	\$83,665	\$86,162	\$88,734	\$91,383
Purchasing Agent	\$68,732	\$70,782	\$72,892	\$75,065
Chief Park Ranger	\$65,455	\$67,313	\$69,226	\$71,196
Park Ranger	\$55,966	\$57,448	\$58,973	\$60,543
Recreation Director	\$76,990	\$78,953	\$80,973	\$83,056
Town Engineer	\$90,173	\$92,878	\$95,897	\$98,775
Accounting Manager	\$66,298	\$68,288	\$70,337	\$72,445
Golf Course Superintendent	\$61,668	\$63,518	\$65,425	\$67,386
Sewer Coordinator	\$71,271	\$73,397	\$75,585	\$77,840
Youth Director	\$51,128	\$52,663	\$54,242	\$55,868
Assistant Golf Course Superintendent	\$46,651	\$48,050	\$49,492	\$50,977
Technology Coordinator	\$77,710	\$80,034	\$82,427	\$84,891
Assistant Recreation Director	\$45,167	\$46,508	\$47,890	\$49,314
Manager of Technology/Library	\$61,933	\$63,777	\$65,679	\$67,634
Town Planner	\$86,913	\$89,511	\$92,188	\$94,944

Effective July 1, 2014
 2.25% Increase

	Step 1	Step 2	Step 3	Step 4
Library System Director	\$81,416	\$83,844	\$86,346	\$88,923
Assistant Library System Director	\$75,354	\$77,505	\$79,722	\$82,005
Senior Services Director	\$66,292	\$68,102	\$69,966	\$71,886
Tax Assessor	\$78,459	\$80,812	\$83,238	\$85,734
Tax Collector	\$71,000	\$73,069	\$75,201	\$77,397
School Nurse Supervisor	\$76,270	\$78,558	\$80,915	\$83,343
Internal Auditor	\$71,574	\$73,640	\$75,770	\$77,963
Building Official	\$85,548	\$88,101	\$90,730	\$93,439
Purchasing Agent	\$70,279	\$72,374	\$74,532	\$76,754
Chief Park Ranger	\$66,928	\$68,828	\$70,784	\$72,798
Park Ranger	\$57,225	\$58,741	\$60,300	\$61,905
Recreation Director	\$78,722	\$80,730	\$82,795	\$84,924
Town Engineer	\$92,202	\$94,968	\$98,055	\$100,997
Accounting Manager	\$67,790	\$69,824	\$71,919	\$74,075
Golf Course Superintendent	\$63,056	\$64,947	\$66,897	\$68,902
Sewer Coordinator	\$72,875	\$75,049	\$77,286	\$79,591
Youth Director	\$52,278	\$53,848	\$55,462	\$57,125
Assistant Golf Course Superintendent	\$47,700	\$49,131	\$50,606	\$52,124
Technology Coordinator	\$79,458	\$81,834	\$84,281	\$86,801
Assistant Recreation Director	\$46,183	\$47,555	\$48,967	\$50,424
Manager of Technology/Library	\$63,326	\$65,212	\$67,157	\$69,156
Town Planner	\$88,868	\$91,525	\$94,262	\$97,080

Effective July 1, 2015
2.50% Increase

	Step 1	Step 2	Step 3	Step 4
Library System Director	\$83,451	\$85,940	\$88,505	\$91,147
Assistant Library System Director	\$77,238	\$79,443	\$81,715	\$84,055
Senior Services Director	\$67,950	\$69,805	\$71,715	\$73,683
Tax Assessor	\$80,420	\$82,833	\$85,319	\$87,877
Tax Collector	\$72,775	\$74,896	\$77,081	\$79,332
School Nurse Supervisor	\$78,176	\$80,522	\$82,938	\$85,426
Internal Auditor	\$73,364	\$75,481	\$77,664	\$79,912
Building Official	\$87,686	\$90,303	\$92,998	\$95,775
Purchasing Agent	\$72,036	\$74,183	\$76,395	\$78,673
Chief Park Ranger	\$68,601	\$70,548	\$72,554	\$74,617
Park Ranger	\$58,655	\$60,209	\$61,807	\$63,453
Recreation Director	\$80,690	\$82,748	\$84,865	\$87,047
Town Engineer	\$94,507	\$97,342	\$100,506	\$103,522
Accounting Manager	\$69,484	\$71,570	\$73,717	\$75,927
Golf Course Superintendent	\$64,632	\$66,571	\$68,569	\$70,625
Sewer Coordinator	\$74,697	\$76,925	\$79,218	\$81,581
Youth Director	\$53,585	\$55,194	\$56,849	\$58,554
Assistant Golf Course Superintendent	\$48,893	\$50,360	\$51,871	\$53,427
Technology Coordinator	\$81,445	\$83,880	\$86,388	\$88,971
Assistant Recreation Director	\$47,338	\$48,744	\$50,192	\$51,684
Manager of Technology/Library	\$64,909	\$66,843	\$68,836	\$70,885
Town Planner	\$91,090	\$93,813	\$96,618	\$99,507

Effective July 1, 2016
2.50% Increase

	Step 1	Step 2	Step 3	Step 4
Library System Director	\$85,537	\$88,089	\$90,718	\$93,425
Assistant Library System Director	\$79,169	\$81,429	\$83,758	\$86,157
Senior Services Director	\$69,648	\$71,550	\$73,508	\$75,525
Tax Assessor	\$82,431	\$84,904	\$87,452	\$90,074
Tax Collector	\$74,595	\$76,769	\$79,008	\$81,315
School Nurse Supervisor	\$80,131	\$82,535	\$85,011	\$87,562
Internal Auditor	\$75,198	\$77,368	\$79,606	\$81,910
Building Official	\$89,878	\$92,561	\$95,323	\$98,169
Purchasing Agent	\$73,837	\$76,038	\$78,305	\$80,639
Chief Park Ranger	\$70,316	\$72,312	\$74,367	\$76,483
Park Ranger	\$60,122	\$61,714	\$63,352	\$65,039
Recreation Director	\$82,708	\$84,817	\$86,986	\$89,224
Town Engineer	\$96,870	\$99,775	\$103,019	\$106,110
Accounting Manager	\$71,221	\$73,359	\$75,560	\$77,825
Golf Course Superintendent	\$66,248	\$68,235	\$70,283	\$72,390
Sewer Coordinator	\$76,564	\$78,848	\$81,199	\$83,621
Youth Director	\$54,925	\$56,574	\$58,270	\$60,017
Assistant Golf Course Superintendent	\$50,115	\$51,619	\$53,168	\$54,762
Technology Coordinator	\$83,481	\$85,977	\$88,548	\$91,195
Assistant Recreation Director	\$48,521	\$49,962	\$51,446	\$52,976
Manager of Technology/Library	\$66,532	\$68,514	\$70,557	\$72,657
Town Planner	\$93,367	\$96,159	\$99,034	\$101,995

APPENDIX C

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