

## TENTATIVE AGREEMENT

The Town of Suffield (the Town) and the Suffield Police Union, NIPSEU (the Union) agree the following provisions in full and final settlement of all issues in dispute between them in the contract negotiations for a successor to the agreement that expired on June 30, 2014.

1. Duration

Four (4) year agreement covering the fiscal years 2014-15, 2015-16, 2016-17 and 2017-18

2. General Wage Increases (See Paragraph 4 below for retroactivity)

Patrol Officers shall receive a general wage increase in each of the four years of the Agreement as follows:

FY 2014-15	GW 2.75%
FY 2015-16	GW 2.75%
FY 2016-17	GW 2.75%
FY 2017-18	GW 2.5%

Sergeants, Lieutenants and Supernumerary Officers shall receive a general wage increase in each of the four years of the Agreement as follows:

FY 2014-15	GW 2.5%
FY 2015-16	GW 2.5%
FY 2016-17	GW 2.5%
FY 2017-18	GW 2.5%

3. Insurance

Employee Premium Cost Share:

FY 2014-15	8%
FY 2015-16	9%
FY 2016-17	10%
FY 2017-18	11%

Deductible:

FY 2014-15	\$1500 Single/\$3000 Family (two or more)
FY 2015-16	\$1500 Single/\$3000 Family (two or more)
FY 2016-17	\$1500 Single/\$3000 Family (two or more)
FY 2017-18	\$2000 Single/\$4000 Family (two or more)

Deductible Contribution:

FY 2014-15	50% Town/50% Employee
FY 2015-16	50% Town/50% Employee
FY 2016-17	50% Town/50% Employee
FY 2017-18	50% Town/50% Employee

#### 4. Retroactivity

The General Wage Increases (GWI) in paragraph 1 shall be retroactive to July 1 of each fiscal year, for all regular and overtime hours worked (does not include private duty).

The Employee Premium Cost Share (PCS) and Deductible shall be retroactive to July 1 of each fiscal year. The PCS shall be based on the following Deductibles.

FY 2014-15 \$1500 Single/\$3000 Family (two or more)  
FY 2015-16 \$2000 Single/\$4000 Family (two or more)  
FY 2016-17 \$2000 Single/\$4000 Family (two or more)  
FY 2017-18 \$2000 Single/\$4000 Family (two or more)

For example, the Employee PCS for FY 2015-16 shall be 9% of the premium cost of the 2000/4000 plan.

The difference between what officers actually paid in PCS based on the 1500/3000 plan for FY 2015-16 and 2016-17 and what they should have paid based on the retroactive PCS for the 2000/4000 plan shall be deducted from the retroactive GWI check.

The Deductible Contribution will not be retroactive, and will take effect on July 1, 2017.

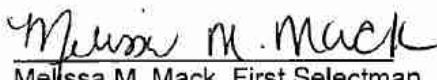
#### 5. Other

The pay grade of Probationary Sergeant is eliminated effective in FY 2016-17, and any sergeant working in a probationary period will be paid as a Grade B Sergeant instead. Any newly promoted Sergeants as of July 1 shall have a one year probationary period paid as a Grade B Sergeant.

Any proposals on issues not contained herein are considered withdrawn, and current contract language will remain in effect.

The Town and the Union agree to support this Tentative Agreement to their respective bodies for ratification.

For the Town:

  
Melissa M. Mack, First Selectman

Date: 4/27/17

For the Union:

  
Justin Fuller, Union President

Date: 04-27-2017