Memorandum of Agreement
Between the
Greenwich Board of Education
And
LIUNA Local 136

The Town of Greenwich Board of Education (Board) and LIUNA Local 136 (Union) during negotiations for a successor collective bargaining agreement to the agreement that expired on June 30, 2016 reached agreement on a revised Article 8 (Insurance). The revised Article 8 provides that the existing medical insurance coverage be replaced with the State Partnership Plan 2.0 effective July 1, 2017. The revised Article 8 is annexed hereto.

Due to the timing of the application requirements to enroll in the State Partnership Plan 2.0, the parties have agreed to implement the changes as set forth in the annexed Article 8 irrespective of whether an approved complete agreement or arbitration award is in place on that date.

The collective bargaining agreement and/or arbitration award covering the period effective July 1, 2016 shall contain an amended Article 8 as such Article 8 is annexed hereto. In the event the parties proceed to arbitration, such language shall be included in the agreed language document submitted to the arbitration panel in SMBA Case No. 2017-MBA-172.

For the Greenwich Board of Education

Laura Rabin 26 April 2017

For LIUNA Local 136

W. H. McCormick II 23 March 2017

W. H. McCormick II

Business Manager

GREENWICH BOARD OF EDUCATION
AND
LIUNA LOCAL 136
CONNECTICUT STATE PARTNERSHIP PLAN 2.0

Revise Article 8 as follows:

8. INSURANCE

A. The Board shall provide for each full-time employee and his/her enrolled dependents the following medical insurance options:

1) A high deductible medical plan providing for a $1,500/$3,000 deductible with prescription drug co-pays once the deductible is satisfied (Appendix II). Effective January 1, 2015 the deductible shall increase to $2,000/$4,000. The Board shall make an annual contribution in January of each year in the amount of $1,250 for a single plan and $2,500 for a couple or family plan. The Board contribution shall be prorated for enrollments that are effective other than on January 1. The Board shall contribute eighty percent (80%) of the premium or premium equivalent and the employee shall pay the balance by payroll deduction on a pre-tax basis (premium conversion option).

2) A high-deductible medical plan providing for a $3,000/$6,000 deductible with prescription drug co-pays once the deductible is satisfied (Appendix IV). There shall be no Board contribution to the employee's HSA for this medical plan optionThe Board shall contribute eighty-five percent (85%) of the premium or premium equivalent and the employee shall pay the balance by payroll deduction on a pre-tax basis (premium conversion option).

3) An employee who has Medicare Part A, Veterans Medical Insurance or Active Duty Insurance and is therefore not eligible for participation in a HD-HSA may, as an alternative one of the HD-HSA options, elect to participate in a $10 POS Alternative Plan with a national network (Appendix III) which shall include a prescription drug rider (Appendix V). Participation in the $10 Alternative Plan is limited to employees who receive Medicare Part A, Veterans Medical Insurance or Active Duty Insurance. An employee who elects to enroll in the $10 POS Alternative Plan will be required to provide proof of participation in Medicare Part A, Veterans Medical Insurance or Active Duty Insurance. The Board contribution shall be seventy-seven percent (77%) and the employee shall pay the balance of the premium by payroll deduction on a pre-tax basis (premium conversion option).

4) An employee and spouse who are enrolled in the Board's medical insurance plan and participates in the mandatory features of the Board sponsored "Risk Reduction Program" during calendar 2017 shall receive a 10% employee premium co-pay discount during calendar year 2017 for medical insurance. The 10% discount in the employee's premium co-pay for medical insurance shall continue for each calendar year thereafter provided that both the employee and spouse participate in the "Risk Reduction Program" during the prior calendar year. For purposes of administering the "Risk Reduction Program" an employee who marries on or after September 1 shall not be required to have the spouse participate in the "Risk Reduction Program" during that

calendar year to be eligible for the 10% employee premium co-pay discount in the subsequent calendar year. The following are the mandatory elements of the Board sponsored "Risk Reduction Program: i) complete the program's Health Risk Questionnaire ii) submit to the program's clinically-valid screening which includes a blood screening and iii) participate in the program's group session at which a health education professional and/or a registered dietician will review the results of the screening. The screening for employees and spouses will be scheduled during Board business hours including evenings when necessary; and to further accommodate spouses and employees, the provider's screening labs, which includes evening and Saturday hours, are available to employee's and spouses for the mandatory screenings. The mandatory group session will be scheduled during Board business hours including evenings when necessary; and to further accommodate spouses and employees, reasonable arrangements will be made to schedule group sessions to accommodate spouses including Saturdays, off-site locations and on-line arrangements.

The Risk Reduction Program is designed to provide employees and their spouses with evidence-based health information and to educate them about their risks for preventable chronic illnesses. The Board's risk reduction program administrator shall determine the required aspects of the screening based on best available scientific evidence. All aspects of the Risk Reduction Program are in compliance with HIPPA ensuring the employee and spouse's confidentiality.

B. Connecticut State Partnership Plan

(1) In lieu of the health insurance plan set forth in this Section A above, effective July 1, 2017, each employee shall have the annual option to participate in the Connecticut State Partnership Plan 2.0 (SPP) for health (but not dental or vision benefits) or to waive medical insurance. The plan benefits shall be as set forth in the SPP effective on July 1, 2017, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP. Promptly upon ratification of this Agreement, the Board shall make application to the State to admit this bargaining unit to the SPP. Should the Board's application be rejected and reconsideration be denied, this paragraph B and the parties shall enter into negotiations as provided below in paragraph 8.

(2) The premium or premium equivalent rates shall be set by the SPP.

(3) The percentage share of such premium cost shall be ninety percent (90%) for the Board and ten percent (10%) for the employee. The employee's annual premium cost share shall be deducted in prorated equal amounts from each biweekly paycheck on a pre-tax basis (premium conversion option).

(4) The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP will be subject to the HEP terms and provisions.

(5) Participation in the SPP and the HEP are conditioned upon the employee completing and submitting necessary enrollment forms (written or electronic as determined by the

administrator) during the specified enrollment period, and also signing an authorization for the deductions of premium cost shares through payroll deductions. In the event SPP administrators impose a premium or benefit penalty on insureds who fail to participate in the HEP, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. Any such additional premium cost increase imposed upon the employee as a result of any failure to participate in HEP shall be implemented through payroll deduction, and the annual deductible shall be implemented through claims administration. Notwithstanding the above, any amendments to the terms of the HEP shall be applicable to employees participating in the SSP.

(6) In the event any of the following occur, the Board or the Union may reopen negotiations in accordance with Conn. Gen. Stat. Section 7-473c as to the sole issues of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.

i) A material change in plan design (for example conversion in the benefit plan from a co-pay plan to a high deductible plan, or elimination of the SPP HEP program) or premium rate calculation for the health benefits plan procured under Conn. Gen. Stat. Section 5-259 (a) and (m) are modified as a result of a change in the State's collective bargaining agreement or state statute;

ii) Public Act No. 15-93 or successor legislation is amended as to rate calculation, imposition of additional fees or administrative charges on participating non-state public employers or a change in the method used to calculate premium rates, or any other substantive amendments;

iii) If the cost of medical insurance plan offered herein is expected to result in the triggering of an excise tax under The Patient Protection and Affordable Care Act ([ACA; P.L. 111-148], as amended, inter alia, by the Consolidated Appropriations Act of 2016 [P.L. 114-113]) and/or if there is any material amendment to the ACA that has direct impact on the cost incurred by the Board on providing medical insurance pursuant to this Agreement. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional or alternative health insurance plan.

iv) If during the month of September, the Board, based on the claims experience of the bargaining unit participants for the prior plan year of the SPP (July through June), determines that premiums or premium equivalents for the HDHP insurance plan (including the Board's HSA contributions) that was in effect June 30, 2017, would be lower than the current SPP premiums.

(7) In the event the Board and/or the Union at any time during the contract term or in negotiations over a successor collective bargaining agreement make a proposal to leave the

SPP, the baseline for such negotiations shall be the medical benefits as set forth in section A of this Article.

(8) Should the Board's application to admit this bargaining unit into the SSP be rejected and reconsideration be denied, this paragraph B in its entirety shall be of no further effect, and in such case the parties shall negotiate in accordance with Conn. Gen, Stat. Section 7-473c over medical benefits to become effective commencing July 1, 2017.

C. The Board shall pay one hundred percent (100%) of the premium cost for term life insurance for each regular full-time employee in a face amount of twenty-five thousand dollars ($25,000).

D. A regular full-time employee may elect to be enrolled in the Board's dental plan.

The employee shall pay ten percent (10%) of the premium costs or premium equivalent by payroll deduction on a pre-tax basis pursuant to Section 125 of the Internal Revenue Code (premium conversion option). The dental plan shall have benefits equal to or better than the dental benefits provided under the 2003-2007 agreement except that dental services provided in a hospital shall be covered under the medical plan and the maximum for class C services shall be Fifteen Hundred Dollars ($1,500.00) per year and preventive dental shall be at one hundred percent (100%).

E. During the annual open enrollment period each employee shall select whether to waive health insurance benefits or change the health insurance plan in which to participate. Changes during the year will be permitted only if a "Qualified Life Event" occurs as enumerated in IRC Section 125. Changes then requested must be on account of and consistent with one of the Qualified Life Events. Qualified Life Events are defined as follows:

1. The employee's marriage or divorce.
2. The death of the employee's spouse or dependent.
3. The birth or adoption of a child of the employee.
4. Termination of employment or commencement of employment of the employee's spouse.
5. The employee or spouse switches from full-time to part-time or part-time to full-time employment.
6. The taking of an unpaid leave of absence by the employee or spouse.
7. Separation from service.
8. A significant change in the health coverage of the employee or spouse due to the spouse's employment.

F. A bargaining unit employee who is not participating in an HD-HSA medical plan shall be eligible to participate in the medical, child care and transportation provisions of the Board's Flexible Spending Account Plan in accordance with the terms of that Plan. A bargaining unit employee who is participating in an HD-HSA medical plan shall be eligible to participate in the child care and transportation provisions of the Board's Flexible Spending Account Plan in accordance with the terms of that Plan. Any unspent balance of FSA contributions from the prior plan year shall be credited to all Board/BOE participants who maintain active FSA accounts on a per capita basis.

G. The premium equivalent rates shall be computed annually in accordance with generally accepted underwriting methodologies. The rates shall be set by a qualified third party *(e.g.,* plan administrator or insurance consultant) designated and the underlying data.

H. In lieu of purchasing a policy or policies of insurance, the Board may act as a self-insurer.

I. The Board may change the plans of insurance, in whole or in part, and also the third party administrator, provided that if the Board desires to do so, the Board shall give the Union no less than sixty (60) day notice and also provided that the benefits, coverages, and third party administrator shall be equal to or better than the then existing insurance. The Union may grieve any disagreement that the insurance meets the standard of equal to or better, except that the fact of a change in the size or scope of the in-network providers shall not require a finding that the insurance is not equal to or better than the then existing insurance if the proposed insurance has adequate in-network providers in number and quality within the area served. No change shall be implemented until the grievance procedure has been exhausted.

J. The regular full-time employee contributions required under either plan shall be made by appropriate deductions from each periodic pay of the covered regular full-time employee based on individual, couple or family premiums as appropriate.

K. Insurance benefits shall not be provided for an employee who works less than the standard workweek.

L. The definition of a dependent for all health care plans shall be as provided by applicable state or federal statute or regulation.

Last 18 Months

Board of Education Settlements Under MERA

11/4/2016

DATE ISSUED	ENTITY	UNIT	2015-16%	2016-17%	2017-18%	2018-19%	2019-20%	NOTES
14-May-15	North Stonington (BO	Secretaries	2.60%	3.20%	3.10%			
22-May-15	Norwalk (BOE)	Cafeteria	2.00%					
26-May-15	Voluntown (BOE)	Non-certified	2.00%	2.00%				
9-Jun-15	Canton (BOE)	Paraprofessionals	1.75%	2.50%	2.60%			
9-Jun-15	Griswold (BOE)	Paraprofessionals	2.00%	2.00%	2.50%			
9-Jun-15	Griswold (BOE)	Cust & Maint	2.00%	2.25%	2.25%			
16-Jun-15	Bloomfield (BOE)	Nurse	3.00%	3.00%	3.00%			
11-Jun-15	North Branford (BOE)	Cafeteria	2.50%	2.75%				
11-Jun-15	North Branford (BOE)	Secretaries	2.50%	1.50%				
1-Jul-15	Naugatuck (BOE)	Non-certified	2.50%	2.50%	2.50%			
1-Jul-15	Simsbury (BOE)	Secretaries & Paras	2.50%	2.25%				
1-Jul-15	South Windsor (BOE)	Nurses	2.50%	2.25%	2.25%			
1-Jul-15	Region 1 (BOE)	Non-certified	2.25%	2.50%	2.50%			
14-Jul-15	Monroe (BOE)	Nurses	2.75%	2.75%	2.75%			
14-Jul-15	Wilton (BOE)	Secretaries & Paras	2.85%	2.85%				
16-Jul-15	New Canaan (BOE)	Cafeteria	2.80%	2.80%				
16-Jul-15	New Canaan (BOE)	Paraprofessionals	2.30%	2.80%				
22-Jul-15	Bolton (BOE)	Custodians	2.00%	2.50%	3.00%			
23-Jul-15	Rocky Hill (BOE)	Paraprofessionals	3.00%	3.00%				
1-Aug-15	Cromwell (BOE)	Custodians	0.00%	0.00%	2.00%			2% at max & step 15-17, no step 17-18
1-Aug-15	Hamden (BOE)	Secretaries	2.50%	2.50%				
7-Aug-15	Region 18 (BOE)	Non-certified	2.00%	2.25%	2.50%			
24-Aug-15	Shelton (BOE)	Secretaries	2.50%	2.16%	2.50%			
31-Aug-15	Barkhamsted (BOE)	Paraprofessionals	2.50%	2.50%	2.00%			
31-Aug-15	New Hartford (BOE)	Secretaries	2.50%	2.50%	2.50%			
1-Sep-15	Wallingford (BOE)	Nurses	2.20%	1.99%				
3-Sep-15	Norwich (BOE)	Secretaries	2.00%	2.00%	2.00%			
3-Sep-15	West Hartford (BOE)	Maintenance	2.25%	2.25%				Arb, wages not at issue
8-Sep-15	Derby (BOE)	Cust & Maint	2.00%	2.00%	2.00%	2.00%		
9-Sep-15	Danbury (BOE)	Security	1.25%	1.25%	1.00%			Add wage schedule for new hires
9-Sep-15	Danbury (BOE)	Cafeteria	0.00%	2.50%	2.50%			
21-Sep-15	Hebron (BOE)	Non-certified	2.00%	1.00%	reopener			schedule restructure in 16-17

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DATE ISSUED	ENTITY	UNIT	2015-16%	2016-17%	2017-18%	2018-19%	2019-20%	NOTES
21-Sep-15	Plainville (BOE)	Custodians	3.00%	2.50%	3.00%	2.50%		
21-Sep-15	Plainville (BOE)	Secretaries & Clerks	3.00%	2.50%	3.00%	2.50%		
21-Sep-15	Rocky Hill (BOE)	Custodians	3.00%	3.00%				
28-Sep-15	Redding (BOE)	Non-certified	2.50%	2.50%	2.75%	2.75%		
29-Sep-15	Wethersfield (BOE)	Nurses	2.90%	2.00%	2.75%			
30-Sep-15	Derby (BOE)	Secretaries	2.00%	2.00%	2.25%	2.50%		
5-Oct-15	Barkhamsted (BOE)	Custodians	3.00%	2.50%	2.50%			
5-Oct-15	Region 14 (BOE)	Secretaries	2.00%	2.00%	2.00%			
6-Oct-15	Berlin (BOE)	Paraprofessionals	2.50%	2.50%	2.50%			
7-Oct-15	New Hartford (BOE)	Paras & Tutors	2.00%	2.00%	2.00%			GWI varies for tutors
7-Oct-15	New Hartford (BOE)	Custodian	2.50%	2.50%	2.50%			
20-Oct-15	Avon (BOE)	Paraprofessionals	2.25%	2.25%				
20-Oct-15	Rocky Hill (BOE)	Secretaries	2.25%	2.25%				Drop bottom step 2nd yr
22-Oct-15	Newtown (BOE)	Nurses	2.25%	2.25%				
23-Oct-15	New London (BOE)	Secretaries	1.90%					Wage & Insurance reopener
23-Oct-15	New Milford (BOE)	Custodian & Maint.	2.00%	2.00%	2.00%	2.00%		
29-Oct-15	Danbury (BOE)	Secretaries & IT	2.25%	2.25%	2.50%			GWI not applied to min wages for Secr.
2-Nov-15	East Hartford (BOE)	Paraprofessionals	2.00%	2.00%	2.00%			
9-Nov-15	Milford (BOE)	Secretaries	2.00%	2.00%	2.25%	2.50%		
12-Nov-15	Region 13 (BOE)	Secretaries & Paras	2.25%	2.00%	2.00%			
17-Nov-15	Newtown (BOE)	Secretaries	2.00%	2.00%	2.50%	2.50%		
25-Nov-15	South Windsor (BOE)	Cust & Maint	2.50%	2.25%	2.25%			
30-Nov-15	Avon (BOE)	Nurses	2.00%	2.25%	2.25%			
1-Dec-15	New Milford (BOE)	Secretaries	0.00%	1.82%	2.25%			
1-Dec-15	Redding (BOE)	Cust & Maint	2.25%	2.50%	2.50%	2.75%		
4-Dec-15	New Milford (BOE)	Nurse	2.50%	2.50%	2.50%			
8-Dec-15	Westbrook (BOE)	Non-certified	2.75%	2.75%	2.75%			
9-Dec-15	Thomaston (BOE)	Non-certified	1.50%					
10-Dec-15	East Haven (BOE)	Mid-Management	0.00%	2.00%	2.25%	2.25%	2.50%	
14-Dec-15	Milford (BOE)	Security Guards	2.00%	2.25%	2.25%			
15-Dec-15	Avon (BOE)	Cust & Maint	2.00%	2.00%	2.25%			
16-Dec-15	Newtown (BOE)	Custodians	2.00%	2.00%	2.50%	2.25%		

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11/4/2016

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17-Dec-15	Milford (BOE)	Cafeteria	2.00%	2.25%	2.25%			
23-Dec-15	Shelton (BOE)	Cust & Maint	2.50%	2.50%	2.20%	2.20%		
30-Dec-15	Region 9 (BOE)	Non-certified	2.50%	2.50%	2.75%	2.75%		
7-Jan-16	Watertown (BOE)	Cafeteria	2.50%	2.50%	2.50%			
21-Jan-16	CREC (BOE)	Paraprofessionals	1.00%	1.00%	2.00%			
28-Jan-16	Waterbury (BOE)	Secretaries	3.00%	2.50%	2.00%			
3-Feb-16	Easton (BOE)	Non-certified	2.50%	2.50%	2.75%			
3-Feb-16	Thompson (BOE)	Non-certified	2.00%	2.00%				
4-Feb-16	East Haven (BOE)	Cust & Maint	2.00%	2.25%				
4-Feb-16	Seymour (BOE)	Nurses	2.50%	2.50%	2.50%			
8-Feb-16	Woodbridge (BOE)	Non-certified	2.25%	2.50%	2.90%			
9-Feb-16	Region 14 (BOE)	Paraprofessionals	2.00%	2.50%	2.50%			
10-Feb-16	Colchester (BOE)	Paraprofessionals & Caf	2.50%	1.90%				
16-Feb-16	Hartford (BOE)	Child Development Assoc	1.10%	1.40%	2.00%			
17-Feb-16	Trumbull (BOE)	Paraprofessionals	2.25%	2.25%	2.50%			
19-Feb-16	Farmington (BOE)	Non-certified	2.00%	2.00%	2.00%			
29-Mar-16	Berlin (BOE)	Custodians		1.50%				1 yr exten.
29-Mar-16	Berlin (BOE)	Head Custodians		1.50%				1 yr exten.
25-Apr-15	Seymour (BOE)	Secretaries	2.00%	2.00%	2.50%	2.50%		
9-May-16	Stafford (BOE)	Non-certified	2.00%	2.00%	2.00%			$1.00 per hr reclass of Maintenance yr 1
9-May-16	Region 8 (BOE)	Nurse	3.00%	2.11%	1.00%			Intial contract
17-May-16	Enfield (BOE)	Nurses		2.75%				1 yr exten.
2-Jun-16	Eastford (BOE)	Non-certified		2.50%	2.50%	2.50%	2.50%	
6-Jun-16	Colchester (BOE)	Nurses		2.50%	2.25%	2.25%		
14-Jun-16	Canton (BOE)	Custodians	2.00%	2.50%	2.50%			
16-Jun-16	Norwich (BOE)	Paraprofessionals		0.00%				1 yr exten.
16-Jun-16	Woodstock (BOE)	Custodians/Maintenance		2.00%	2.25%	2.25%		
16-Jun-16	Woodstock (BOE)	Paraprofessionals		2.25%	2.25%	2.25%		
16-Jun-16	Region 4 (BOE)	Non-Certified	2.75%	2.50%	2.75%			
20-Jun-16	Bethel (BOE)	Custodians		2.25%	2.00%	2.00%		
20-Jun-16	East Hartford (BOE)	Supervisors		2.00%	2.00%	2.00%		
21-Jun-16	Brookfield (BOE)	Paraprofessionals	2.25%	2.35%	2.50%			

Last 18 Months

Board of Education Settlements Under MERA

11/4/2016

DATE ISSUED	ENTITY	UNIT	2015-16%	2016-17%	2017-18%	2018-19%	2019-20%	NOTES
21-Jun-16	Darien (BOE)	Maintenance		2.00%	2.00%	2.00%		
23-Jun-16	Salisbury (BOE)	Non-certified		2.90%	2.90%			
29-Jun-16	Cornwall (BOE)	Non-certified		2.90%	2.90%	2.90%		
30-Jun-16	Bethel (BOE)	Secretaries		2.00%	2.25%	2.00%	2.00%	
30-Jun-16	New London (BOE)	Secretaries		2.00%	2.00%	2.00%		
6-Jul-16	Canaan (BOE)	Non-certified		2.50%	2.50%	2.50%		
14-Jul-16	Bethel (BOE)	Nurse		2.75%	2.50%	2.25%		
19-Jul-16	Darien (BOE)	Custodian		2.00%	2.00%	2.00%		
20-Jul-16	Southington (BOE)	Paraprofessionals		0.00%	0.00%	1.20%		3% at max 16-17; 2.8% at max 17-18; 3.1% at m
16-Aug-16	Waterford (BOE)	Secretaries	2.95%	2.95%	2.95%			
23-Aug-16	Westport (BOE)	Custodian		2.00%	2.00%	2.00%		
25-Aug-16	Plainville (BOE)	Paraprofessionals		2.75%	2.75%	2.75%	2.75%	
1-Sep-16	Weston (BOE)	Non-certified	2.50%	2.70%				Equity adj. of 5.5% in 16-17 for Admin Asst & 3.41% fo
6-Sep-16	Trumbull (BOE)	IT/Comp Tech		2.25%	2.25%	2.50%	2.50%	
22-Sep-16	Plymouth (BOE)	Para & Secretaries		2.50%	2.50%	2.50%		
23-Sep-16	Colchester (BOE)	Custodians		2.25%	2.25%	2.25%		
25-Oct-16	Westport (BOE)	Maintenance		2.00%	2.00%	2.00%		
25-Oct-16	Westport (BOE)	Nurse		2.00%	2.00%	2.00%		Nurse GWI 3% in Yr. 1 due to work year change
		AVERAGE=	2.189%	2.215%	2.331%	2.287%	2.450%	
		COUNT=	88	111	87	35	5	

Note: Increases take effect July 1st unless noted otherwise. Percentages are general wage increases only (do not include increment cost) unless noted otherwise.
Sources: Shipman and Goodwin Labor Department Attorneys and Contract files; CCM Municipal Labor Relations (MLR) Data Reporter.

Exhibit No. 7

HISTORY OF NEGOTIATIONS

Negotiation Sessions

September 15, 2016 (Ground Rules)

September 30, 2016

October 11, 2016

October 25, 2016

November 30, 2016

December 22, 2016

May 17, 2017 (Mediation)

Exhibit No. 32

Fairfield County

Bethel
Bridgeport
Brookfield
Danbury
Darien
Easton
Fairfield
Greenwich
Monroe
New Canaan
New Fairfield
Newtown
Norwalk
Redding
Ridgefield
Shelton
Sherman
Stamford
Stratford
Trumbull
Weston
Westport
Wilton
Region 9

Region 9 includes: Easton, Redding

Fairfield County Exhibit No._____

SOURCE LIST

Collective Bargaining Agreement By and Between The Bethel board of Education and the United Public Services Employees Union, Bethel Paraeducators and ABA Providers, Local 424 - 71, July 1, 2014 through June 30, 2017.

Agreement between the City of Bridgeport and AFSCME Local 1522, Council 4, July 1, 2011 - June 30, 2014.

Agreement between the Brookfield Board of Education and the Para-Educators Association CSEA, SEIU Local 2001, CTW, July 1, 2015 - June 30, 2018.

Agreement between the Danbury Board of Education and Danbury Paraeducators CSEA/SEIU Local 2001, July 1, 2012 - June 30, 2016.

Agreement between the Darien Board of Education and the UPSEU expired June 30, 2017, Paraprofessionals.

Agreement between the Easton Board of Education and The Easton Non-certified Staff, CSEA SEIU Local 2001, CTW, July 1, 2015 - June 30, 2018.

Agreement between the Fairfield Board of Education and Fairfield Educational Paraprofessionals Union, CSEA, SEIU Local 2001, CTW for the period July 1, 2013 - June 30, 2016.

Agreement between Effective July 1, 2013 - June 30, 2016 between the Greenwich Board of Education and CT Laborers' District Council on behalf of Public Service Employees Local, 136, of LIUNA AFL-CIO representing the Professional Assistants and Security Personnel.

Collective Bargaining Agreement by and between the Monroe Board of Education and UPSEU Local 424 Unit 39 Monroe Paraprofessionals, July 1, 2014 - June 30, 2017.

Collective Bargaining Agreement by and between New Canaan Board of Education and the UPSEU Local 424 - Unit 47 Teacher Assistants, July 1, 2015 - June 30, 2017.

Agreement between the New Fairfield Paraprofessionals of CSEA, Chapter I41 SEIU Local 2001, CTW and New Fairfield Board of Education, July 1, 2014 - June 30, 2017.

Agreement between Newtown Board of Education and Newtown Paraeducators Association Local 136-13 International Federation of Professional & Technical Engineers, AFL/CIO/CLC, July 1, 2015 - June 30, 2018.

Comprehensive Group Contract between Norwalk Board of Education and Norwalk Federation of Educational Personnel of the Norwalk Federation of Teachers Local 1723 AFT, AFL-CIO, July 1, 2013 - June 30, 2017.

Collective Bargaining Agreement by and between Ridgefield Board of Education and the UPSEU Ridgefield BOE Paraeducators Local 424-Unit 64, July 1, 2016 - June 30, 2019.

Agreement between the Redding Board of Education and Redding Support Staff Local 2001 of the SEIU CSEA, CTW July 1, 2015 - June 30, 2019.

Source List

Agreement between the Shelton Board of Education and Shelton Paraprofessionals Local 1303 - 196 of Council #4, AFSCME, AFL-CIO, July 1, 2016 - June 30, 2019.

Agreement between Sherman Board of Education and Local 1303-319 of Council #4 AFSCME, AFL-CIO, July 1, 2016 - June 30, 2019.

Contract between the Stamford Board of Education and the Paraeducators of Stamford Association, July 1, 2016 - June 30, 2019.

Agreement between the Stratford Board of Education and the United Automobile, Aerospace, Agricultural Implement Workers of America UAW Local 376 Covering the period July 1, 2013 - June 30, 2016.

Collective Bargaining Agreement by and between Trumbull Board of Education and the UPSEU Local 424 - Unit 89, July 1, 2015 - June 30, 2018.

Working Agreement between Weston Board of Education and Local 1303-110 of Council 4 AFSCME, AFL-CIO (Non-certified Employees) effective July 1, 2015 - June 30, 2017.

Agreement between the Westport Board of Education and the Westport Educational Association of Paraprofessionals, July 1, 2016 - June 30, 2019.

Collective Bargaining Agreement by and between Wilton Board of Education and the UPSEU Local 424 Wilton BOE Secretaries, Clerks and Aides Unit, July 1, 2014 - June 30, 2017.

Service Employees International Union Local 2001 and Board of Education of Regional School District #9, July 1, 2015 - June 30, 2019.

Fairfield County

Exhibit No. 34

PARAPROFESSIONALS
2015-16

	Minimum
Darien	$22.77
Wilton	21.91
Weston	21.86
Westport	20.36
Bridgeport	19.68/20.17
Greenwich	18.58/18.76
Norwalk	18.03
New Canaan	18.40
Stratford	18.00
Ridgefield	17.87
Bethel	16.88
Sherman	16.16
Shelton	15.95
Trumbull	15.11
Brookfield	15.01
Stamford	14.34
Newtown	13.93
Region 9	13.93
Redding	13.93
Fairfield	13.55
Monroe	13.27
Danbury	12.83
Easton	12.75
New Fairfield	11.71

A"/" indicates a split increase in July and January.

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 35

PARAPROFESSIONALS
2015-16

	Maximum
Darien	$29.93
Wilton	26.60
Region 9	26.34
Westport	25.51
Norwalk	24.59
Fairfield	24.44
Greenwich	24.07/24.31
Weston	24.09
Stamford	23.07
Redding	23.07
New Canaan	22.98
Ridgefield	22.80
Easton	22.55
Shelton	20.97
Bethel	20.14
Brookfield	20.30
Trumbull	19.73
Bridgeport	19.20/19.68
Stratford	18.98
Newtown	18.82
Danbury	17.06
Monroe	16.81
Sherman	16.16
New Fairfield	15.40

A"/" indicates a split increase in July and January.

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 36

PARAPROFESSIONALS
2016-17

	Minimum
Darien	$23.45
Wilton	22.53
Weston	22.45
Norwalk	21.05
Westport	20.77
Bridgeport	19.68/20.17
New Canaan	18.92
Greenwich	Neg/16 (18.76)
Stratford	Neg/16 (18.00)
Ridgefield	17.87
Bethel	17.26
Sherman	16.48
Shelton	16.40
Trumbull	15.45
Brookfield	15.36
Stamford	15.17
Redding	14.28
Newtown	14.22
Region 9	14.10
Monroe	13.87
Fairfield	Neg/16 (13.55)
Easton	13.07
Danbury	Neg/16 (12.83)
New Fairfield	12.23

A"/" indicates a split increase in July and January.

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 37

PARAPROFESSIONALS
2016-17

	Maximum
Darien	$30.83
Norwalk	28.76
Wilton	27.36
Bridgeport	26.40/27.06
Region 9	27.00
Westport	26.02
Weston	24.74
Fairfield	Neg/16 (24.44)
Greenwich	Neg/16 (24.31)
Redding	23.65
New Canaan	23.62
Stamford	23.53
Ridgefield	23.36
Easton	23.11
Shelton	21.56
Brookfield	20.77
Bethel	20.59
Trumbull	20.18
Newtown	19.11
Stratford	Neg/16 (18.98)
Monroe	17.27
Danbury	Neg/16 (17.06)
Sherman	16.48
New Fairfield	16.02

A"/" indicates a split increase in July and January.

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 39

PARAPROFESSIONALS
2017-18

	Minimum
Darien	Neg/17 ($23.45)
Wilton	Neg/17 (22.53)
Weston	Neg/17 (22.45)
Westport	21.23
Norwalk	Neg/17 (21.05)
Bridgeport	19.06
New Canaan	Neg/17 (18.92)
Greenwich	Neg/16 (18.76)
Ridgefield	18.19
Stratford	Neg/16 (18.00)
Sherman	17.72
Bethel	Neg/17 (17.26)
Shelton	16.86
Trumbull	15.84
Brookfield	15.75
Stamford	15.17
Redding	14.67
Newtown	14.52
Region 9	14.29
Monroe	Neg/17 (13.87)
Fairfield	Neg/16 (13.55)
Easton	13.43
Danbury	Neg/16 (12.83)
New Fairfield	Neg/17 (12.23)

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 40

PARAPROFESSIONALS
2017-18

	Maximum
Darien	Neg/17 ($30.83)
Norwalk	Neg/17 (28.76)
Region 9	27.74
Wilton	Neg/17 (27.36)
Westport	26.59
Bridgeport	25.57
Weston	Neg/17 (24.74)
Fairfield	Neg/16 (24.44)
Greenwich	Neg/16 (24.31)
Redding	24.30
Stamford	24.00
Ridgefield	23.97
Easton	23.75
New Canaan	Neg/17 (23.62)
Shelton	22.16
Brookfield	21.29
Trumbull	20.68
Bethel	Neg/17 (20.59)
Newtown	19.41
Stratford	Neg/16 (18.98)
Sherman	17.72
Monroe	Neg/17 (17.27)
Danbury	Neg/16 (17.06)
New Fairfield	Neg/17 (16.02)

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 42

PARAPROFESSIONALS
2018-19

	Minimum
Darien	Neg/17 ($23.45)
Wilton	Neg/17 (22.53)
Weston	Neg/17 (22.45)
Westport	21.70
Norwalk	Neg/17 (21.05)
Bridgeport	19.45
New Canaan	Neg/17 (18.92)
Greenwich	**Neg/16 (18.76)**
Ridgefield	18.19
Stratford	Neg/16 (18.00)
Sherman	17.99
Shelton	17.33
Bethel	Neg/17 (17.26)
Trumbull	Neg/18 (15.84)
Brookfield	Neg/18 (15.75)
Stamford	15.17
Redding	14.67
Newtown	Neg/18 (14.52)
Region 9	14.49
Monroe	Neg/17 (13.87)
Fairfield	Neg/16 (13.55)
Easton	Neg/18 (13.43)
Danbury	Neg/16 (12.83)
New Fairfield	Neg/17 (12.23)

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 43

PARAPROFESSIONALS
2018-19

	Maximum
Darien	Neg/17 ($30.83)
Norwalk	Neg/17 (28.76)
Region 9	28.50
Wilton	Neg/17 (27.36)
Westport	27.17
Bridgeport	26.08
Redding	24.97
Weston	Neg/17 (24.74)
Ridgefield	24.59
Stamford	24.54
Fairfield	Neg/16 (24.44)
Greenwich	**Neg/16 (24.31)**
Easton	Neg/18 (23.75)
New Canaan	Neg/17 (23.62)
Shelton	22.78
Brookfield	Neg/18 (21.29)
Trumbull	Neg/18 (20.68)
Bethel	Neg/17 (20.59)
Newtown	Neg/18 (19.41)
Stratford	Neg/16 (18.98)
Sherman	17.99
Monroe	Neg/17 (17.27)
Danbury	Neg/16 (17.06)
New Fairfield	Neg/17 (16.02)

A"/" indicates a split increase in July and January.

"Neg/xx" indicates that the Board or Municipality is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County Exhibit No. ___

HEALTH INSURANCE PREMIUM COST SHARING
PARAPROFESSIONALS
2015-16 through duration of current contract

	Requirements, if any	Plan(s) Offered	Employee Contribution(s)
Bethel	1,086 hrs/hr	HDHP w/HSA	16.5/30/30% (17/30/30%, 16-17)
	900 hrs/yr if DOH bef 7/1/14	OAP	100% over HDHP
Bridgeport	Not specified	OAP	Neg/14 (25%)
Brookfield	30 hrs/wk	Board plan	14/40/40% (no longer offered 7/1/16)
		HDHP $2,000/4,000	14/40/40% (16-18)
Danbury	20 hrs/wk	HDHP w/HSA	11%
	<20 hrs/wk		100/100/100%
Darien	20 hrs/wk	OAP	15/20/20% (14/20/20% 16-17)
Easton	30 hrs/wk	PPO	15% (16%, 17-18)
Fairfield	20 hrs	PPO	14/25/25% (15/25/25% 16-17)
		HMO	14/23/23% (15/23/23% 16-17)
Greenwich	**35 hrs/wk**	**HDHP ($1500/3000)**	**15% (20% 1/1/16)**
		HDHP ($3000/6000)	**10% (15% 1/1/16)**
Monroe	30 hrs/wk	HDHP w/HSA	12.5/40/40% (13/40/40%, 16-17)
	20-30 hrs/wk		35/100/100%
New Canaan	20 hrs/wk	PPO	22/80/80% (23/80/80% 16-17)
New Fairfield	25 hrs/wk doh on/after 4/30/03	HDHP w/HSA	11.75% (12% 16-17)
	28 hrs/wk doh after 4/30/03		11.75/20/20% (12/20.25/20.25% 16-17)
Newtown	27.5 hrs/wk	PPO	17% (19.5% 16-17; 21.5% 17-18)
	DOH on/after 7/1/16 HDHP sole option	HDHP w/HSA	13.5% (14% 16-17; 14.5% 17-18)
Norwalk	30 hrs/wk	HDHP w/HSA	12% (13% 16-17)
	20 hrs/wk		50/100/100%
Redding	30 hrs/wk	PPO	15% (15.5% 17-18; 16% 18-19)
		HDHP w/HSA	10% (11% 17-19)

Heath Insurance
Paraprofessionals

	Requirements, if any	Plan(s) Offered	Employee Contribution(s)
Ridgefield	20 hrs/wk (65 working days per FY, if less than 20 hrs/wk)	POS	100% over BOE cost of HDHP
		HDHP w/HSA	10%
Shelton	20 hrs/wk	PPO	14%
	DOH after 7/1/14 HDHP sole option	HMO	14% + diff. between PPO & HMO
		HDHP w/HSA	11.5%
Sherman	30 hrs/wk, 36 wks/yr	PPO or HDHP w/HSA	10%
	<30 hrs/wk or 36 wks/yr		100%
Stamford	16.25 hrs/wk	PPO	19/19/20%
Stratford	20 hrs/wk	HDHP w/HSA	15%
Trumbull	30 hrs/wk	PPO	13/20/20% (14/21/21% 16-17; 14.5/21.5/21.5% 17-18)
Weston	20 hrs/wk	HDHP $2,000/4,000	12% (13% 1/1/16; 13.5% 16-17)
Westport	35 hrs/wk	HDHP w/HSA	18%
		PPO	100% over BOE cost of HDHP
	20 hrs/wk		Board shall contribute a prorated portion of $850 toward individual coverage.
Wilton	Full-time, at least .6 FTE (21 hrs/wk)	PPO	20% (20% + up to $2,500 16-17)*
		HDHP w/HSA	12% (13% 16-17)
Region 9	30 hrs/wk	PPO or HDHP w/HSA	15% (15.5% 17-18; 16% 18-19)
		HMO	Same PCS only avail to employees enrolled as of 7/1/11

* Wilton: employees eligible for the HDHP but electing to participate in the PPO plan shall pay 20% pcs and up to an additional $2,500. Effective 60/30/17 employees eligible to participate in the HDHP shall not be allowed to enroll or participate in the PPO plan. Employees ineligible for the HDHP shall pay 14.5% for PPO in 2015-16 and 15% in 16-17.

Note: The format "xx/xx/xx" indicates the amounts due for individual/two person/family coverage.

"Neg/xx" indicates that the board is currently in negotiations for this year; the data in parentheses represents that in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. 50

HEALTH INSURANCE PREMIUM COST SHARING
PARAPROFESSIONALS
2017-18 through duration of current contract

	Requirements, if any	Plan(s) Offered	BOE Contribution to HSA	Employee Contribution(s)
Bethel	1,086 hrs/yr 900 hrs/yr if DOH bef 7/1/14	CT Partnership Plan 2.0	N/A	Neg/17 (17/30/30%)
Bridgeport	Not specified	OAP	N/A	25% (If DOH on/after 11/15/01 29%, incr. by 1% each year to 50%)
Brookfield	30 hrs/wk	HDHP $2,000/4,000	45%	14/40/40%
Danbury	20 hrs/wk <20 hrs/wk	HDHP$2,000/4,000	$1,500/$3,000	Neg/16 (11%) 100/100/100%
Darien	20 hrs/wk	OAP	N/A	Neg/17 (14/20/20%)
Easton	30 hrs/wk	PPO	N/A	16%
Fairfield	20 hrs	PPO HMO	N/A N/A	Neg/16 (15/25/25%) Neg/16 (15/23/23%)
Greenwich*	**35 hrs/wk**	**CT Partnership Plan 2.0**		**10%**
Monroe	30 hrs/wk 20-30 hrs/wk	HDHP $2,000/4,000	50%	Neg/17 (13/40/40%) Neg/17 (35/100/100%)
New Canaan	20 hrs/wk	PPO	N/A	Neg/17 (23/80/80%)
New Fairfield	25 hrs/wk doh on/after 4/30/03 28 hrs/wk doh after 4/30/03	HDHP $1,750/3,500	$1,250/2,500	Neg/16 (12%) Neg/16 (12/20.25/20.25%)
Newtown	27.5 hrs/wk DOH on/after 7/1/16 HDHP sole option	PPO HDHP $2,000/4,000	N/A 50%	21.5% 14.5%
Norwalk	30 hrs/wk 20 hrs/wk	HDHP $2,000/4,000	50%	Neg/17 (13%) Neg/17 (50/100/100%)
Redding	30 hrs/wk	PPO HDHP $2,000/4,000	N/A 50%	15.5% (16% 18-19) 11%

Health Insurance PCS - Paraprofessionals

	Requirements, if any	Plan(s) Offered	BOE Contribution to HSA	Employee Contribution(s)
Ridgefield	20 hrs/wk (65 working days per FY, if less than 20 hrs/wk)	PPO HDHP $2,000/4,000	N/A 50%	100% over BOE cost of HDHP 11% (11.5% 18-19)
Shelton	20 hrs/wk	HDHP $2,000/4,000	60% (55%,18-19)	12%
Sherman	30 hrs/wk, 36 wks/yr <30 hrs/wk or 36 wks/yr	HDHP $2,500/5,000	50%	18% 100%
Stamford	16.25 hrs/wk	PPO HDHP $2,000/4,000	N/A $1,000/2,000	20% (no longer offered 1/1/18) (17% 1/1/18)
Stratford	20 hrs/wk	HDHP $2,000/4,000	50%	Neg/16 (15%)
Trumbull	30 hrs/wk	PPO	N/A	14.5/21.5/21.5%
Weston	20 hrs/wk	HDHP $2,000/4,000	55%	Neg/17 (13.5%)
Westport	35 hrs/wk 20 hrs/wk	HDHP $2,000/4,000	50%	19% (20% 18-19) Board shall contribute a prorated portion of $850 toward individual coverage.
Wilton	Full-time, at least .6 FTE (21 hrs/wk)	PPO HDHP $2,000/4,000	N/A 50%	Neg/17 (20% + up to $2,500**) Neg/17 (13%)
Region 9	30 hrs/wk	PPO or HDHP $2,000/4,000 HMO	N/A 50% N/A	15.5% (16% 18-19) Same PCS only avail to employees enrolled as of 7/1/11

*** Greenwich: A change from the HDHP plan to the State Partnership Plan 2.0 was agreed to by the parties in April 2017 during the negotiations and arbitration of the new contract effective July 1, 2016.**

** Wilton: employees eligible for the HDHP but electing to participate in the PPO plan shall pay 20% pcs and up to an additional $2,500. Effective 60/30/17 employees eligible to participate in the HDHP shall not be allowed to enroll or participate in the PPO plan. Employees ineligible for the HDHP shall pay 14.5% for PPO in 2015-16 and 15% in 16-17.

Note: The format "xx/xx/xx" indicates the amounts due for individual/two person/family coverage.

"Neg/xx" indicates that the board is currently in negotiations for this year; the data in parentheses represents .hat in effect on June 30 of the year indicated.

Fairfield County

Exhibit No. ___

SECURITY WORKER
2015-16

		Minimum
Trumbull	*(THS Security Guard)*	$23.12
Weston	*(Security Specialist)*	21.86
Norwalk	*(Security Guard)*	21.60
Wilton	*(Campus Supervisor)*	21.60
Stamford	*(Security)*	21.30
Greenwich	***(Security)***	**20.43/20.81**
Shelton	*(Security Officer)*	19.82
Norwalk	*(Monitor)*	19.06
Monroe	*(Security)*	15.52
Danbury	*(Safety Advocate)*	15.12
Region 9	*(Security Para)*	14.65
Bethel		No position listed
Bridgeport		No position listed
Brookfield		No position listed
Darien		No position listed
Easton		No position listed
Fairfield		No position listed
New Canaan		No position listed
New Fairfield		No position listed
Newtown		No position listed
Redding		No position listed
Ridgefield		No position listed
Sherman		No position listed
Stratford		No position listed
Westport		No position listed

"Neg/xx" indicates that the board is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated by "xx".

A "/" indicates a split increase in January/July.

Fairfield County

Exhibit No. ___

SECURITY WORKER
2015-16

		Maximum
Norwalk	*(Security Guard)*	$32.66
Wilton	*(Campus Supervisor)*	26.14
Stamford	*(Security)*	27.97
Region 9	*(Security Para)*	27.94
Norwalk	*(Monitor)*	25.50
Greenwich	***(Security)***	**24.93/25.18**
Trumbull	*(THS Security Guard)*	25.07
Weston	*(Security Specialist)*	24.09
Shelton	*(Security Officer)*	22.03
Monroe	*(Security)*	16.78
Danbury	*(Safety Advocate)*	15.53
Bethel		No position listed
Bridgeport		No position listed
Brookfield		No position listed
Darien		No position listed
Easton		No position listed
Fairfield		No position listed
New Canaan		No position listed
New Fairfield		No position listed
Newtown		No position listed
Redding		No position listed
Ridgefield		No position listed
Sherman		No position listed
Stratford		No position listed
Westport		No position listed

"Neg/xx" indicates that the board is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated by "xx".

A "/" indicates a split increase in January/July.

Fairfield County

Exhibit No. ___

SECURITY WORKER
2016-17

		Minimum
Trumbull	*(THS Security Guard)*	$23.70
Weston	*(Security Specialist)*	22.45
Wilton	*(Campus Supervisor)*	22.22
Norwalk	*(Security Guard)*	Neg/16 (21.60)
Stamford	*(Security)*	Neg/16 (21.30)
Greenwich	***(Security)***	**Neg/16 (20.81)**
Shelton	*(Security Officer)*	20.32
Norwalk	*(Monitor)*	Neg/16 (19.06)
Monroe	*(Security)*	15.95
Danbury	*(Safety Advocate)*	15.50
Region 9	*(Security Para)*	14.83
Bethel		No position listed
Bridgeport		No position listed
Brookfield		No position listed
Darien		No position listed
Easton		No position listed
Fairfield		No position listed
New Canaan		No position listed
New Fairfield		No position listed
Newtown		No position listed
Redding		No position listed
Ridgefield		No position listed
Sherman		No position listed
Stratford		No position listed
Westport		No position listed

"Neg/xx" indicates that the board is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated by "xx".

Fairfield County

Exhibit No. ___

SECURITY WORKER
2016-17

		Maximum
Norwalk	*(Security Guard)*	Neg/16 ($32.66)
Region 9	*(Security Para)*	28.64
Stamford	*(Security)*	Neg/16 (27.97)
Wilton	*(Campus Supervisor)*	26.88
Trumbull	*(THS Security Guard)*	25.70
Norwalk	*(Monitor)*	Neg/16 (25.50)
Greenwich	***(Security)***	**Neg/16 (25.18)**
Weston	*(Security Specialist)*	24.74
Shelton	*(Security Officer)*	22.58
Monroe	*(Security)*	17.24
Danbury	*(Safety Advocate)*	15.73
Bethel		No position listed
Bridgeport		No position listed
Brookfield		No position listed
Darien		No position listed
Easton		No position listed
Fairfield		No position listed
New Canaan		No position listed
New Fairfield		No position listed
Newtown		No position listed
Redding		No position listed
Ridgefield		No position listed
Sherman		No position listed
Stratford		No position listed
Westport		No position listed

"Neg/xx" indicates that the board is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated by "xx".

Fairfield County

Exhibit No. ___

HEALTH INSURANCE PREMIUM COST SHARING
SECURITY
2015-16 through duration of current contract

	Requirements, if any	Plan(s) Offered	Employee Contribution(s)
Danbury			Health insurance not offered
Greenwich	**40 hrs/wk**	**HDHP $2,000/4,000**	**15% (20% 1/1/16)**
		HDHP $3,000/6,000	**10% (15%1/1/16)**
Monroe	Full-time & Security	HDHP $2,000/4,000	14% (15% 16-17)
Norwalk	Full-time	HDHP $2,000/4,000	13%
Shelton	Full-time	PPO or HMO	14% (no longer offered 7/1/16)
		HDHP $2,000/4,000	14% (14.5% 16-17; 15% 17-19)
Stamford		PPO or Comp PPO	18%
Trumbull	30 hrs/wk	PPO	16.5% (17.5% 16-17)
Weston		HDHP $2,000/4,000	12% (13% 1/1/16; 13.5% 16-17)
Wilton	0.6 FTE	PPO	20% (20% +$2,500 16-17)
		HDHP $2,000/4,000	12% (13% 16-17)
Region 9	30 hrs/wk	PPO, HMO, or HDHP $2000/4,000	15% (15.5% 16-17; 16% 17-18) (no new emp may enroll in HMO)
Bethel			No position listed
Bridgeport			No position listed
Brookfield			No position listed
Darien			No position listed
Easton			No position listed
Fairfield			No position listed
New Canaan			No position listed
New Fairfield			No position listed
Newtown			No position listed
Redding			No position listed
Ridgefield			No position listed
Sherman			No position listed
Stratford			No position listed
Westport			No position listed

"Neg/xx" indicates that the board is currently in negotiations for this year; the rate in parentheses represents that in effect on June 30 of the year indicated by "xx".