

HMEA Interest Arbitration Award April 24, 2017

<u>Issue#</u>	<u>Issue</u>	<u>Awarded To:</u>	<u>Decision</u>
1	Take Home Vehicles	Union	
2A	Wages—7/1/2013	City	0
2B	Wages—7/1/2014	Union	1.25%
2C	Wages—7/1/2015	City	1.25%
2D	Wages—1/1/2016	City	1.25%
2E	Wages—7/3/2016	City	1.25%
2F	Wages—1/1/2017	City	1.25%
3B	Freeze Step Increases 6/30/2017	Union	No Freeze
4	Eliminate ESI's from contract	City	No more ESI's
8	Dental Cost Share same as Medical	City	Same as Medical
10	Healthy Hartford	Union	NO H.H.
11	Higher/Opt. Out Medical Insurance	Union	\$2,500
12A	Medical Cost Share on Arbitration Award	Union	17%
12C	Medical Cost Share Effective 6/30/2017	City	18%
13	Eliminate Insurance 125% Cost Share Cap	Union	Keep Cap
14	Retiree health coverage-current	City	Same Coverage
16	Pre-2003 Hires Pension Contribution increase on Arbitration awarded from 7.8% to 8.8%	City	up 1%
17	Post-2003 Hires Pension contribution increases from 5%/8% to 6%/9% on arbitration award	City	up 1%
18	New Hires after arbitration award get reduced pension benefit and higher cost share	City	see award
20	Sick & Vacation pay-out lump sum not included in final average pay and cannot stretch time on the books	City	
21	Use of Flex Time within a month 30 days	Union	30 days
22	Working from Home in contract	City	DH Approval
24	Call-Back Pay increase for Inspector II's	Union	
25	Eliminate Advance of sick time	Union	eliminated
27	Reduce FMLA leave	Union	Keep Current practice
28	Military Leave	City	
29	Seasonal Employees	Union	No Seasonal Employees
30	Reduce number of super seniority members	Union	
32	90-Day Maintenance Drug	City	Expert is OK with concept
33	Restore Sick-Leave exchange for 2003 and after hires	City	Rejected