



TOWN OF RIDGEFIELD

Human Resources

April 24, 2009

CSEA/SEIU 2001
769 Capitol Avenue
Hartford, CT 06106

Attn: Attorney Sue Nelson

Dear Attorney Nelson:

Enclosed are both originals of the agreement we signed for the contract extension and concessions. We appreciate your assistance in this matter.

Please sign both originals, and return one to my attention for the Town's records.

I am also enclosing the Original Appendix A and a modified one. The Health Administrator role, which is grade 12 and was a promotion for one of the Office Administrator, was not added to the chart, as it was done mid contract. As we didn't negotiate changing the Appendix, I didn't do so. The employee requested it be changed to add her new title in, so I am providing you both and you can decide which you would prefer we use as the actual appendix to this document. Either way her job was raised to grade 12 and her monetary increased based on the 12.

Because I changed the one, I changed all newly added jobs since the last contract, so if you would prefer, we can use that document.

Thank you again for your assistance.

Sincerely,

A handwritten signature in cursive script that reads "Laurie Scholl".

Laurie Scholl
HR Director

Memorandum of Agreement

Town of Ridgefield and CSEA/SEIU Local 2001

IT IS HEREBY STIPULATED, CONSENTED AND AGREED AS FOLLOWS:

This Agreement is made between the Town of Ridgefield (the "Town") and CSEA, Local 2001 (the "Union") in full and final settlement of the 2009 contract negotiations for a successor contract to that which is scheduled to expire on December 31, 2009.

The parties agree that a primary objective of this agreement is to preserve the integrity of the workforce and of the services provided by the Town, given the extraordinary economic circumstances with which all sectors of the country are faced.

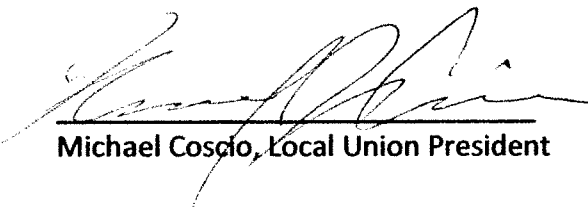
Both parties agree that the collective bargaining agreement expiring December 31, 2009 shall be extended for a period of six (6) months from December 31, 2009 through June 30, 2010, which shall remain in force until further extended by mutual agreement or until a subsequent successor contract is negotiated.


During the contract extension, all provisions of the collective bargaining agreement shall remain unchanged with the following exceptions:

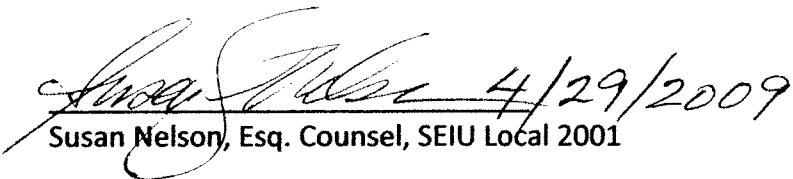
1. The wage adjustment pursuant to Article XVII, section 17.05 shall remain in effect. Effective January 1, 2010, the salary ranges for each job classification in the bargaining unit shall be increased by 3% and the rates shall be as listed in the Appendix A attached.
2. There shall be a program of unpaid furlough time which is intended to produce savings equal to approximately thirty thousand dollars (\$30,000). This furlough program shall be calculated to be an amount equal to a pro-rata percentage of the annual salary for fiscal year 2009-2010 for each employee. The Town agrees to use its best efforts to provide the calculations to the union as soon as possible, but in no event later than May 31, 2009.
3. Furlough time may be taken in different increments by mutual agreement between each employee and the employee's manager. (eg. hours used in day increments, or hrs used in fifteen (15) minute increments at the beginning, ending, or lunch-break of each shift.) In lieu of loss of pay for a furlough day within the pay period when such day is taken, each employee shall have his/her biweekly pay reduced by 1/26th of the value of the agreed upon furlough hours for that employee for the fiscal year.

4. The furlough program will exclude the Emergency Medical Dispatchers from the Fire Department because it is a 24/7 staffed position. Accordingly, Emergency Medical Dispatchers from the Fire Department will contribute paid vacation time in the same percentage amount as other employees will be furloughed. EMD's may either take the hours of unpaid vacation, or may forgo those hours off, by agreement with the Chief.
5. Any employee whose furlough time may reduce their hours to below 30 hrs per week will not lose their eligibility for medical and dental benefits for the fiscal year 2009-2010 or any part of an extension period of this agreement.
6. The Town represents that it has already notified the union of any reductions in force intended within the bargaining unit to address budget cuts. During the remaining term of this contract, including the extension, there shall be no involuntary layoffs within the bargaining unit other than the furlough days described herein. However, should the budgeted revenue in the 2009-2010 fiscal year fall below the budgeted levels upon which this agreement is based, the Town may look for additional modifications to this agreement or layoffs. A shortfall is defined for this agreement as a shortfall of more than \$200,000 in revenues. In this event, the Town agrees to bargain in good faith with the Union over potential alternatives before imposing layoffs. Nothing herein shall be construed to prevent the Town from electing not to fill a vacancy.
7. The terms of this memorandum of agreement shall serve as bargaining history between the parties.


Rudy Marconi, First Selectman


Michael Coscio, Local Union President


Laurie Scholl, HR Director

 4/29/2009
Susan Nelson, Esq. Counsel, SEIU Local 2001

original

Town of Ridgefield - Town Hall Employees, SEIU
Appendix A
2010 Salary Ranges

2010

DEPT.	TITLE	GRADE	MIN.	MID.	MAX.
Tax	Assistant Tax Collector	15	23.89	28.67	33.45
Town Clerk	Deputy Town Clerk	15	23.89	28.67	33.45
Finance	Municipal Accountant	13	22.11	25.98	29.82
Police	Sec/Records Administrator	12	21.05	24.72	28.40
Assessor	Assessment Administrator	12	21.05	24.72	28.40
P&R	Administrative Office Manager	12	21.05	24.72	28.40
Police	Police Dispatcher	11	20.01	23.54	27.05
P & Z	Office Administrator	11	20.01	23.54	27.05
Health	Office Administrator	11	20.01	23.54	27.05
P & R	Office Administrator	11	20.01	23.54	27.05
Assessor	Assessment Clerk 2	11	20.01	23.54	27.05
Fire	Office Administrator	11	20.01	23.54	27.05
Building	Office Administrator	11	20.01	23.54	27.05
Tax	Administrative Clerk	11	20.01	23.53	27.05
P & R	Scheduling Coordinator	10	19.06	22.40	25.73
P & R	P & R Information Coordinator	10	19.06	22.40	25.73
Tax	Revenue Clerk	9	18.16	21.31	24.47
Soc. Services	Social Service Secretary	9	18.16	21.31	24.47
Town Clerk	Assistant Town Clerk	9	18.16	21.31	24.47
Assessor	Assessment Clerk 1	9	18.16	21.31	24.47
Town Clerk	Assistant Town Clerk	9	18.16	21.31	24.47
Police	Accounting Clerk	8	17.27	20.29	23.29
Public Services	Clerk	6	15.98	18.36	20.76
Police	Records Clerk	6	15.98	18.36	20.76
P&R	Program and Facilities Assistant	6	15.98	18.36	20.76
Engineering	Custodian II	5	15.21	17.50	19.79
P & R	Facilities Scheduler	5	15.21	17.50	19.79
Police	Custodian II	5	15.21	17.50	19.79
Tax Collector	Revenue Data Entry Clerk	4	14.48	16.64	18.84
Central Admin.	Switchboard Operator	4	14.48	16.64	18.84
P & R	Data Entry Clerk/Desk	4	14.48	16.64	18.84
P & R	Custodian I	1	12.48	14.37	16.21