

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN**

The Stamford Police Association

and

The City of Stamford

July 1, 2009 to June 30, 2011

Agreement
Between The City of Stamford ("City") and
The Stamford Police Association ("SPA")

This Agreement is by and between the City of Stamford (City) and the Stamford Police Association (Union).

The parties agree that in addition to the terms and conditions of the prior Agreement entered into on February 23, 2009, the following terms and conditions shall all be agreed to:

1. The Collective Bargaining Agreement shall be extended for additional one (1) year period from July 1, 2010 and ending June 30, 2011.
2. Effective July 1, 2010, there shall be a general wage increase of two (2%) percent.
3. Section 10, Clothing Allowance, Subsection A(a) shall be amended to read, "Effective July 1, 2009, the annual sum of \$800.00." On July 1, 2010 the amount of clothing allowance shall revert back to the existing contract language which provides, "Effective July 1, 2001, the annual sum of \$1600.00."
4. Section 5, Holidays, Subsection F, shall be amended to read, "Each employee will be granted zero (0) personal days per contract year which day may not be used to extend a vacation or holiday leave." The remainder of the subsection remains as existing language. On July 1, 2010, the number of personal days shall revert back to the existing contract language which provides, "Each employee will be granted two (2) personal days per contract year which day may not be used to extend a vacation or holiday leave."
5. Section 3, Wages, Subsection G. Compensatory Time, Number 3, shall be amended to read "Effective July 1, 2010, each bargaining unit member will be credited with sixteen (16) hours into their respective compensation bank. No employee may accumulate more than fifty-six (56) hours of compensatory time at any time." Effective June 30, 2011, the number of hours shall revert back to the language currently found in the collective bargaining agreement which provides that no more than forty (40) hours may be accumulated.
6. Section 23, Miscellaneous, Subsection E, shall be amended by including a new paragraph (c) which shall read, "Effective July 1, 2009, there shall be no layoffs of any employee for the period of July 1, 2009 through June 30, 2011. The no layoff clause shall expire automatically on June 30, 2011."
7. Section 4, Hours and Work Week, Subsection A, shall be amended to read, "No member will work more than two hundred forty-three (243) tours per year. Members, who work steady day shifts, shall receive eighteen (18) day-off slips per year. Members who presently work a schedule of tours of less than two hundred forty-three (243) appearances, will maintain such schedule, and will not be entitled to any slips. Members who work a schedule of tours in excess of two hundred forty-three (243) appearances will receive slips equal to the difference between the number of appearances they are scheduled to work and two hundred

forty-three (243). The basic work schedule shall be a two (2) tour system consisting of a 7:00 a.m. to 3:00 p.m. cycle followed by a 3:00 p.m. to 11:00 p.m. cycle, and then back to the 7:00 a.m. to 3:00 p.m. cycle, and so forth. There shall be a cycle of straight late tours consisting of tours of 11:00 p.m. to 7:00 am. Such system of late tours shall be on a voluntary basis with seniority being the determining factor. For this purpose, there shall be a system of bidding with shifts being posted at least thirty (30) days prior to their commencement. In the event that there are not sufficient volunteers to man such late tours, these tours shall be assigned on an inverse seniority basis, and each assignment will start with the lowest eligible officer in seniority. For the purpose of this section, seniority shall be considered as commencing upon the date of the first bid cycle following the completion of a member's probationary FTO program. If a probationary member successfully completes his/her probationary FTO program but is still on probation while a late tour bid cycle is in effect, he/she may be called back, volunteer, or otherwise work on an over time basis during the late tour of 11:00 p.m. to 7:00 a.m. until the end of that cycle. If he/she terminates his/her probation while a late tour cycle is in effect, he/she may be called back, volunteer, or otherwise work on an overtime basis during the late tour until the end of that cycle. For the welfare of individual officers, a different schedule may be agreed to with the consent of both the Chief of Police and the President of the S.P.A. Also, members, if suffering a hardship, shall be entitled to be relieved of the steady late tours with the consent of the Chief of Police, which consent shall not be unreasonably withheld. The late tour shall be the six (6) month cycle, and no member shall be required to again work such late tour for the minimum period of one year from the end of such previous cycle. Members shall be entitled, on a rank by rank basis, to swap tours of duty regardless of time in grade. The rotating shifts shall be four (4) days on and seventy-two (72) hours off; four (4) days on and fifty-six (56) hours off OR five (5) days on and seventy-two (72) hours off; five (5) days on and eighty (80) hours off. The steady late tours shall be four (4) days on and sixty-four (64) off OR five (5) days on and sixty-four (64) hours off; five (5) days on and eighty-eight (88) hours off.

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF STAMFORD
AND THE STAMFORD POLICE ASSOCIATION**

This Tentative Agreement is by and between the City of Stamford (City) and the Stamford Police Association (Union).

The parties hereto agree that the collective bargaining agreement between the parties dated July 1, 2005 and ending June 30, 2009, shall be extended by one year. The collective bargaining agreement shall terminate June 30, 2010.

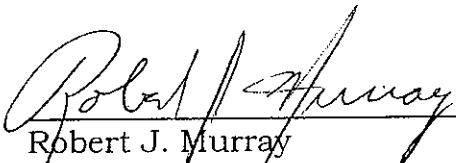
Effective July 1, 2009, there shall be a general wage increase of three percent (3%).

All other terms and conditions shall remain unchanged.

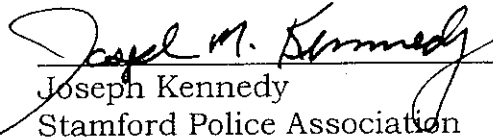
This Tentative Agreement is subject to ratification and finalization by the parties.

For the City of Stamford

For the Union



Robert J. Murray
Assistant Director of Human Resources



Joseph Kennedy
Stamford Police Association


2/23/09
Date

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their duly authorized representatives this 21st day of October, 2009.

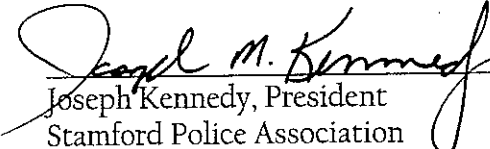
SIGNED, SEALED AND DELIVERED IN THE PRESENCE OF:

CITY OF STAMFORD

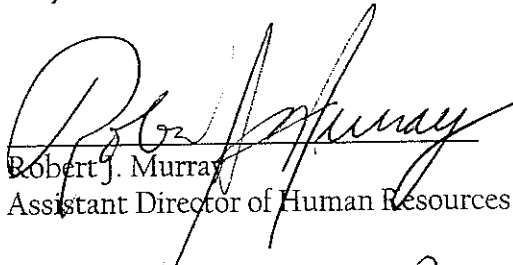
FOR THE ASSOCIATION




Dannel P. Malloy
Mayor



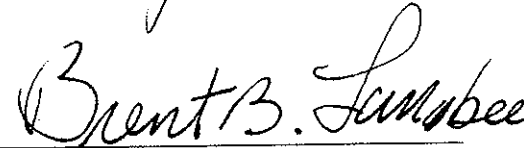
Joseph Kennedy, President
Stamford Police Association



Robert J. Murray
Assistant Director of Human Resources



Kevin Greco, Esq.
Counsel for the SPA



Brent Larrabee, Chief of Police
Stamford Police Department

APPENDIX I

EFFECTIVE	July 1, 2009 3.00%	July 1, 2010 2.00%
Police Officer		
Start	54,534	55,625
Second Year	56,867	58,004
Third Year	59,192	60,376
Fourth Year	61,524	62,754
Fifth Year	63,854	65,131
Sixth Year	66,181	67,505
Over Six Years	68,510	69,880
Sergeant	78,130	79,693
Equipment Mechanic		
Lieutenant	90,234	92,039
Captain	102,341	104,388