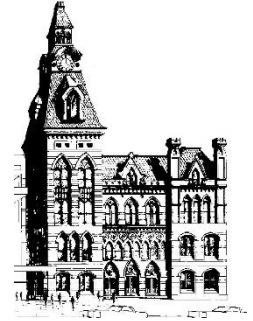




DEPARTMENT OF LABOR RELATIONS
 CITY OF NEW HAVEN
 165 CHURCH STREET
 NEW HAVEN, CT 06510
 203-946-7151



Department of Labor Relations
 Wendella Ault Battey, Director

JUSTIN ELICKER
 MAYOR

October 15, 2024

The Honorable Board of Alders
 City of New Haven
 165 Church Street
 New Haven, CT 06510

RE: Successor Collective Bargaining Agreement between the City of New Haven and New Haven Police Union Elm City Local, CACP, dated July 1, 2022 – June 30, 2028

Dear Honorable Board Members:

On behalf of Mayor Justin Elicker, the Office of Labor Relations is pleased to formally submit the Tentative Agreement for the Successor Collective Bargaining Agreement between the City of New Haven and New Haven Police Union Elm City Local, CACP, dated July 1, 2022 – June 30, 2028, for the approval of the Board of Alders.

The Tentative Agreement was ratified by the Local on October 11, 2024. In accordance with the Municipal Employee Relations Act, Section 7-474(b), this Agreement must be submitted to the municipal legislative body within fourteen (14) days from that date of the agreement. Within thirty (30) days of the end of the fourteen (14) day period for submission, the legislative body must approve or reject the Agreement. Failure to do so within these prescribed time limits shall automatically make the Agreement legally valid and binding upon the City of New Haven. **Therefore, the latest date on which the Board of Alders can act on this Agreement is November 24, 2024**

The Agreement represents a collaboration between the City and the Union. It is a six (6) year economic package which provides a revised entry-level salary scale, retroactive and annual wage increases, a deferred retirement option plan (DROP), and medical benefit changes that will enable the City to attract and retain officers.

The financial highlights of this Agreement include the following:

- Retro and annual across-the-board wage increase scheduled as follows:

2022-2023	2.5%	Retro wage increase including overtime
2023-2024	2.5%	Retro wage increase including overtime
2024-2025	5%	Entry level recruit salary changes from \$50,745 to \$70,000
2025-2026	5%	
2026-2027	5%	
2027-2028	5%	

New starting salary to attract and recruit new officers: Beginning in fiscal year 2024 – 2025, new recruits will enter the police academy with a \$70,000 starting salary – a nearly \$20,000 increase from the current starting salary \$50,745. In fiscal year 2025-26, the starting salary will be \$73,500 and in fiscal year 2026-27 the starting salary will be \$77,175. This will make new officers in the Elm City among the highest paid compared to other comparable large cities in Connecticut.

The total projected cost of the contract will be provided by the Office of Management & Budget for the Finance Committee meeting. The current city budget for fiscal year 2024-2025 fully funds 389 sworn police officers. The tentative agreement would result in an estimated one-time cost of approximately \$5.6 million to cover retroactive pay, including overtime, and an additional \$8.6 million to support the proposed salary increases over the life of the agreement through fiscal year 2027-28.

- Medical Benefits

Health Savings Account (HSA) Plan: New deductible structures and cost-sharing measures are in place, with an 18% cost-share starting July 1, 2024, and gradually increasing to 21.5% by 2027.

- Deferred Retirement Option Plan (DROP):

To keep more senior officers in the department, eligible officers can participate in the new DROP program, which allows them to collect for retirement when they are eligible to retire (20-years) while continuing to work. Monthly pension benefits are deposited into a DROP account, and officers can receive a lump sum or rollover payment at the end of the DROP period.

It is in the spirit of this cooperative effort between the City of New Haven and the Elm City Local that Mayor Justin Elicker and I do hereby respectfully recommend the Board of Alders’ approval of this Tentative Agreement for the successor collective bargaining agreement.

Respectfully submitted,



Wendella Ault Battey
Director of Labor Relations

cc: Sean Matteson, Chief of Staff
Regina Rush-Kittle, Chief Administrative Officer
Shannon McCue, Budget Director
Alex Guzhnay, Legislative Liaison to the Board of Alders