

**TENTATIVE AGREEMENT  
BETWEEN THE CITY OF HARTFORD  
AND  
THE HARTFORD FIRE FIGHTERS ASSOCIATION, LOCAL 760  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the Hartford Fire Fighters Association tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2020 through December 31, 2024 subject to the ratification of the Hartford Fire Fighters Association and approval by the City of Hartford Court of Common Council. The July 1, 2009 through June 30, 2016 Collective Bargaining Agreement as amended by the Tentative Agreement between the parties dated December 15, 2016, currently in effect, shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

CITY OF HARTFORD

THE HARTFORD FIRE FIGHTERS ASSOCIATION



LUKE BRONIN, MAYOR



JASON DIAZ, PRESIDENT

12 | 1 | 20  
DATE

12 | 1 | 2020  
DATE

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1. **Duration:**  
July 1, 2020 – December 31, 2024
  
2. **Wage (Update language in Section 3.1 and Update Classification and Pay Ranges in Appendix A-1 and A-2):**
  - a. GWI's:  
Effective 1<sup>st</sup> Sunday in January 2021 – 1.5% General Wage Increase  
Effective 1<sup>st</sup> Sunday in July 2021 – 1.5% General Wage Increase  
  
There will be no additional General Wage Increases for the term of the Collective Bargaining Agreement other than those enumerated above.
  
  - b. Classification and Pay Ranges for Bargaining Unit Members Hired On or After January 9, 2017 Appendix A-2: Effective upon approval of the successor Collective Bargaining Agreement, the maximum step of all classifications included in Appendix A-2 shall be increased by 1.5%.
  
  - c. Stand-By Pay (Article IV, Hours and Overtime, Section 4.1, Paragraph 3): Increase standby pay from \$6.00 per day for each weekday and \$7.50 per day for each Saturday, Sunday or holiday on which they perform such duties to \$15.00 per day regardless of the day.
  
3. **Healthcare (Update Section 3.5 and Insurance Appendix to reflect the following agreed to changes):**
  - a. HSA Funding. Effective January 2021, funding of the City's contribution to the Bargaining Unit Members' Health Savings Account will be deposited on a semi-annual basis in January and July.
  
  - b. Employee Contribution toward Medical and Dental Coverage Premiums.  
Effective 1<sup>st</sup> Sunday in July 2021: 19%  
Effective 1<sup>st</sup> Sunday in July 2022: 20%
  
4. **Transitional Duty (Article V, Holidays and Leaves, Section 5.7).** Section 5.7 shall be replaced with the following language.

**Section 5.7 TRANSITIONAL DUTY**

The transitional duty program within the Fire Department is designed to accommodate for the temporary, partial, physical disabilities of employees who sustain work related illnesses, injuries and medical conditions covered by the Workers' Compensation Act or the collective bargaining agreement.

Whenever any employee presents a doctor's note with work restrictions, the Fire Chief or Fire Chief's designated representative shall consider all of the following and determine:

1. Available work within the division to accommodate those restrictions for employees who work a forty (40) hour per week schedule.

2. Availability of work within the Fire Prevention Division to accommodate those restrictions for any employee not accommodated by Paragraph 1 above.
3. If the employee's skills, abilities and medical condition are appropriate to the transitional duty tasks which may be available within their assigned forty (40) hour per week position or within the Fire Prevention Division.
4. If a work-related illness, injury or medical condition covered by the Workers' Compensation Act or by the collective bargaining agreement is reasonably expected to resolve within one-hundred and twenty (120) days from the date of the injury, employees may be assigned to a transitional duty program immediately following evaluation by a medical provider. Transitional duty assignments may be extended to a maximum of two-hundred and ten (210) days for employees if the treating physician provides written documentation that tangible progress has been made towards recovery, and that some limited additional time in the transitional duty work assignment will likely aid in a recovery that allows the employee to return to unrestricted duty within their assigned rank and division.

Transitional duty assignments will be structured around a forty (40) hour per week schedule as defined in Article IV, Section 4.1, Paragraph 2, but shall not exceed the treating physician's restrictions. Transitional duty assignments are anticipated to change during the course of the employee's recovery process.

While on transitional duty assignment and prior to returning to full duty, periodic reviews of the employee's progress and condition shall be conducted by the treating physician on a schedule determined to be medically necessary.

The total number of employees who may participate in the Transitional Duty Program shall not exceed ten percent (10%) of the total budgeted uniformed positions authorized for the Fire Department at that time, rounded to the nearest whole number. The Fire Chief shall have the option to grant exceptions to that total, on a non-precedent setting basis.

Employees participating in the Transitional Duty Program shall assist in non-fire suppression duties that contribute in a meaningful and identifiable way to the function and mission of the Fire Department.

Upon receiving medical release that the employee is fit for duty, the employee shall be returned to the position and unit to which the employee had been assigned prior to the onset of the temporary disability, subject to reassignment and/or promotion.

5. **Union Grievances.** The Union agrees to withdraw Fire Grievance #20-03 with prejudice.