

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
HARTFORD POLICE UNION
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the Hartford Police Union (hereinafter, "HPU") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2022 through June 30, 2026 subject to the ratification of the Hartford Police Union and approval by the City of Hartford Court of Common Council and the Municipal Accountability Review Board (hereinafter, "MARB"). The July 1, 2016 through June 30, 2022 Collective Bargaining Agreement 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.

This Tentative Agreement represents concepts and not necessarily final contract language. Actual contract language will be drafted if the Tentative Agreement is ratified by the Hartford Police Union and approved by the Court of Common Council and MARB.

CITY OF HARTFORD




LUKE BRONIN, MAYOR

9/12/22

DATE

HARTFORD POLICE UNION



ANTHONY RINALDI, PRESIDENT

9/12/22

DATE

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BETWEEN
THE CITY OF HARTFORD
AND
THE HARTFORD POLICE UNION

- Duration (Update Section 7.4 to reflect the following):
4 years (July 1, 2022 – June 30, 2026)
- Wages (Update Appendices B, B-1, and B-2 to reflect the following):
 - GWIs:
 - January 1, 2023 – 1.5% GWI
 - FY 2023-2024 – 2.5% GWI
 - FY 2024-2025 – 3% GWI
 - FY 2025-2026 – 3% GWI
 - Salary adjustments
 - i. Effective upon approval of this Tentative Agreement, steps will be eliminated for all of the following ranks, creating a uniform base salary as follows:
 1. Police Officer on Special Assignment: \$86,000.00
 2. Sergeants: \$91,510.10
 3. Lieutenants: \$103,983.29
 4. Captains: \$116,457.45
- Overtime (Update Section 4.2 to reflect the following):
 - Effective upon approval of this Tentative Agreement, Captains will be eligible to sign up for extra duty shifts pursuant to the current seniority rules for hiring. Captains will receive pay at straight time for all time working these extra duty shifts, provided that they have actually worked forty or more hours during the pay period (sick, vacation, earned, comp, etc. do not constitute hours actually worked). All other hours worked over eight in a day or forty in a week remain ineligible for overtime pay.
 - Effective upon approval of this Tentative Agreement, Lieutenants will receive pay at a rate of time and one-half for any hours over forty actually worked (sick, vacation, earned, comp, etc. do not constitute hours actually worked) in a pay period.
- Uniforms (Update Section 3.7 to reflect the following)
 - In lieu of providing uniform pants and shirts, members will receive a stipend of \$375/annually for certain uniform/equipment items designated as eligible by the Chief of Police, except that those officers eligible for a plainclothes allowance will receive this stipend in the amount of \$200/annually.
- Field Training Officers (Update Appendix S to reflect the following):
 - Effective upon approval of this Tentative Agreement, the stipend rate for certified Field Training Officers (FTOs) shall be the overtime hourly rate of a top pay patrol officer. This stipend will only be earned by FTOs that are training a Probationary Police Officer. This stipend will be limited to one hour of pay per shift.