

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF WATERBURY
AND
WATERBURY CITY EMPLOYEES' ASSOCIATION**

The City of Waterbury Connecticut (hereinafter referred to as "City") and the Waterbury City Employees Association (hereinafter referred to as "Union" or "WCEA"), are the Parties to this Memorandum of Agreement,

WHEREAS, The City and Union are Parties to a Collective Bargaining Agreement (hereinafter referred to as "CBA") covering the period, July 1, 2021 through June 30, 2025; and

WHEREAS, That CBA governs the wages, hours, terms and conditions of employment for the Union members employed by the City; and

WHEREAS, the Parties, both being subject to the Connecticut Municipal Employees Relations Act, Conn. Gen. Stats. 7-467 et seq, have been engaged in the statutorily required bargaining for a successor CBA to cover a period commencing on July 1, 2025, and continuing for a period of time to be agreed upon by the Parties; and

WHEREAS, due to special and unique circumstances that have arisen impacting the ability of the Parties to continue ongoing bargaining, the Parties are concerned that an extended period of time will pass impacting the work force and City, before a full and final successor CBA can be fully bargained and approved as required by MERA; and

WHEREAS, the Parties agree that said special and unique circumstances are not likely to reoccur and a short hiatus in bargaining would be appropriate.

NOW THEREFORE, the Parties agree as follows:

1. The current CBA shall be extended for a period of one year to cover July 1, 2025 through June 30, 2026 (hereinafter referred to as the "Extension Period").
2. During the Extension Period all provisions of the current CBA will remain in full force and effect, except for those provisions of the CBA that the Parties have bargained to adjust, vary, replace, modify, delete or add and which are specifically set forth in this Memorandum of Agreement.
3. **ARTICLE VI, POSITION CLASSIFICATION AND WAGES** shall be amended to include grade adjustments, step increases, and general wages increases all of which appear with specificity on the 2025-26 Grade, Step and Salary Schedule appended hereto and made part of this Agreement.
 - a. By way of explanation, the following positions will have Grade Changes:
 - Accountant 1
 - Accountant 2

- Admin. Associate 1
 - Lead Sanitarian
 - Admin. Associate 2
 - Admin Associate 3
 - Librarian 2
 - Librarian 3
 - Sanitarian 1
 - Sanitarian 2
 - Meter Aide
 - IT Specialist
 - Animal Control Officer
 - Assist Animal Control Officer
 - Traffic Signal Technician
- All employees receiving a grade change are placed on the new grade at current step with no step advancement. Following the implementation of the Grade changes set forth in Section 3(a) of this Agreement, all Union members who have not received a Grade change shall receive an upward increase of One (1) Step from the Step held by the employee on June 30, 2025, except for those already on the Top Step.
- b. Following the implementation of the Grade change or the Step increase set forth in Section 3(a), every Union position shall receive a three and a half percent (3.50%) General Wage Increase.
 - c. All employees who did not receive a step increase because that person had already attained the Top Step as of June 30, 2025, shall receive a Top Step bonus of \$1,500 in addition to the GWI increase.
 - d. Upon ratification of this Agreement by the Union and approval/ acceptance by the City, all Union members who are subject to adjustments in pay pursuant to the Grade, Step and Salary Schedule for 2025-2026 shall receive such adjustments retroactive to July 1, 2025. Said Adjustments shall be implemented within thirty (30) days of execution of the Agreement by the City.
 - e. Adding new Paragraph 84 as follows:
 - 84. For any position posted thirty (30) days or more which generates three (3) or fewer qualified applicants (*individuals meet minimum qualifications of the position*), and where no qualified applicant accepts a job offer at the entry level step of the range, the City may increase the offer to a step not higher than four (4) steps above the entry level step of the applicable salary schedule. No new employee in a position shall be placed on a higher step on the applicable salary schedule than any current employee in the same position.

4. ARTICLE XIV INSURANCE

- a. Effective as soon as practicable following the execution of this MOA the "Medical Utilization Management Program will transition from Health Matters Basic" to "Health Matters Preferred."
- b. Effective as soon as practicable following the execution of this MOA, implementation of CIGNA's SaveOnSP, a specialty medication copay assistance program, will be effectuated. This program is provided to employees to maximize copay assistance available from drug manufacturers for certain specialty medications reducing member cost share to \$0 and sharing 75% of the savings achieved to reduce the plan sponsor's cost within qualifying plans. If a member wishes to opt out of the program once the member has been identified as a potential participant in SaveOnSP, the member may become responsible to cover the cost of savings lost by virtue of the member's non-participation.
- c. Formulary + Diabetic RX/Supplies: Effective as soon as practicable following the execution of this MOA, the City will switch the "Standard" prescription drug list to the "Value" prescription drug list.

5. ARTICLE XVII SCHOOL SYSTEM EMPLOYEES

Paragraph 301 as currently written shall be deleted and replaced by the following:

301. For public health assistants, starting and stopping hours of work shall be determined by the Director of Public Health in accordance with the needs of that Department. In the event that the Board of Education issues an early release of its personnel, including but not limited to early dismissal due to inclement weather, all Health Department employees are expected to remain on duty at their assignment unless and until released from duty by a nurse supervisor, department head, or through communication from the Office of the Mayor.

6. APPENDIX E RESIDENCY INCENTIVE PAYMENT

The Residency Incentive Payment as set forth in Appendix E to the Collective Bargaining Agreement shall be extended through June 30, 2026, at which time it shall terminate, unless otherwise agreed to by the parties.

7. Union has filed a request for impact bargaining with respect to the interaction of the CBA's provisions with respect to sick leave with recent legislation codified at Conn. Gen. Stat. §31-57r, commonly referred to as "Paid Sick Leave Law" effective January 1, 2025. The Parties agree that bargaining on this issue will take place within the scope of

the bargaining that will occur to arrive at the successor CBA to the CBA expiring June 30, 2025.

8. The Parties agree that the "Extension Period" shall be treated as and considered Year 1 of the successor CBA to follow the CBA otherwise expiring June 30, 2025 and that everything contained in this Memorandum of Agreement shall be part of the bargaining history for the successor CBA.

For the City of Waterbury

For the Union



Paul Pernierewski, Mayor

Dated: 10/17/2025



Donna Orsatti, President

Dated: 10/17/25