



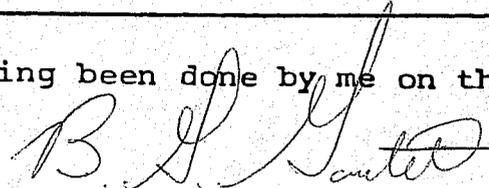
RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

<u>NAME</u>	<u>TIME</u>
1. Stephen T. Flanagan	08:21
2. Gene Friguez	09:10
3. William M. Shaw	09:18
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Each Notice so served upon each member, all having been done by me on this date 11/24/88.

Attest:

  
Policemen of the City of  
Danbury

RETURN OF SERVICE

sector 2

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

	<u>NAME</u>	<u>TIME</u>
1.	<i>Joanna Cresti</i>	0855
2.	<i>Richard [unclear]</i>	0859
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Each Notice so served upon each member, all having been done by me on this date 11/24/88.

Attest: *P. [unclear]*  
Policemen of the City of Danbury

RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

NAME

TIME

1. Brend P. Falls

0910

2. Barry Connor

0915

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Each Notice so served upon each member, all having been done by me on this date Nov. 24, 1988.

Attest: Jimmy A. Gault  
Policemen of the City of  
Danbury

RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

NAME

TIME

1. Janet Butler

8:00

2. No Answer

0900

3. M. Clutter

0905

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Each Notice so served upon each member, all having been done by me on this date 11/24/88.

Attest:

R. Finkel  
Policemen of the City of  
Danbury



RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

<u>NAME</u>	<u>TIME</u>
1. Robert D. GODFREY	0830
2. John J. ESPOSITO	0835
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Each Notice so served upon each member, all having been done by me on this date 24 Nov 88.

Attest: Peck [Signature]  
Policemen of the City of  
Danbury

RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

	<u>NAME</u>	<u>TIME</u>
1.	Lindor Da Silva	08:30
2.	Christian H. Repa	0845
3.	A. Casano	0900
4.	Louise A. Bourne	0910
5.	Mrs. James Nemmish	0920
6.	P. Bundy	0925
7.	M. Fazio	0930
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Each Notice so served upon each member, all having been done by me on this date 11/24/88.

Attest: A. Robert Conner  
Policemen of the City of  
Danbury

RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

<u>NAME</u>	<u>TIME</u>
1. (Mailbox) Gene Enriquez	2:150hrs
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Each Notice so served upon each member, all having been done by me on this date Oct 24, 88.

Attest: M. Williams  
Policemen of the City of  
Danbury

RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

NAME

TIME

1. Louis Charles 54 Morris St 2nd Floor Del. 2000

2. Tanet Butera 28 Westville Ave. Del. 2000

3. \_\_\_\_\_

4. \_\_\_\_\_

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Each Notice so served upon each member, all having been done by me on this date 10/28/58.

Attest: [Signature]  
Policemen of the City of  
Danbury

RETURN OF SERVICE

Sector #7

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

	<u>NAME</u>	<u>TIME</u>
1.	Anthony J. [Signature]	10:22
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Each Notice so served upon each member, all having been done by me on this date 10/20/88.

Attest: [Signature]  
Policemen of the City of  
Danbury

RETURN OF SERVICE

By virtue of the within warning, I have served Notice on each of the members of the Common Council of the City of Danbury, of the Special Meeting of said Board, each Notice duly signed by the Mayor and City Clerk, by leaving such written Notice with each of the following members of said Common Council, to-wit:

<u>NAME</u>	<u>TIME</u>
1. ZOTOS, NICKOLAS	22 09 hrs
2. CREGG, ARTHUR	22 15 hrs
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Each Notice so served upon each member, all having been done by me on this date 10-28-88.

Attest: Peter Meyer 481  
Policemen of the City of  
Danbury

CITY OF DANBURY

To: Members of the Common Council

A special meeting of the Common Council \_\_\_\_\_ of the City of Danbury will be held on the 30th day of November 19 88 at 8:00 o'clock p.m., at the City Hall in said Danbury.

For the purpose of

1. Ratification of the Danbury Municipal Employees Association Contract.

Dated at Danbury, this 23rd day of November 19 88.

Joseph H. Saureh Mayor  
Elyahud Gudzinta Clerk

To the sheriff or any policeman of the City of Danbury:

You are hereby required to notify the above named member \_\_\_\_\_ of the Common Council of the City of Danbury of the special meeting of said board by leaving with or at the usual place of abode or place of business of such member not less than 24 hours before the hour specified for said meeting, a notice in form annexed, and to make due return thereof at the time of said meeting.

Joseph H. Saureh Mayor

①

MEMORANDUM OF AGREEMENT

CITY OF DANBURY

AND

DANBURY MUNICIPAL EMPLOYEES ASSOCIATION

WHEREAS, the collective bargaining agreement between the City of Danbury (the "City") and the Danbury Municipal Employees Association (the "DMEA") expired on June 30, 1988; and

WHEREAS, the City and the DMEA agree that it is in the best interests of both parties and the employees represented by the DMEA to defer negotiation of any significant changes in the collective bargaining agreement until such time as the pending job classification study is completed;

NOW THEREFORE, the parties agree as follows:

1. The collective bargaining agreement between the City and the DMEA shall be extended through February 28, 1989, with only those modifications which are outlined in this Memorandum of Agreement.
2. The City and the DMEA shall commit the resources necessary to ensure that the job classification study is completed prior to March 1, 1989 and shall encourage their constituents to cooperate in this effort so that negotiations will not be further delayed.
3. All employees in the bargaining unit represented by the DMEA and employed on November 10, 1988 shall receive a cash bonus equivalent to four percent (4%) of annual salary, payable in two equal installments. The City shall make every effort to make the payment of the first installment on or about December 16, 1988. The second installment shall be paid on or about February 24, 1989.

The first installment shall be deemed to cover the seventeen (17) pay weeks from July 3, 1988 through October 29, 1988. The second installment shall be deemed to cover the seventeen (17) pay weeks from October 30, 1988 through February 25, 1989. The following shall apply with respect to employees not continuously employed from July 1, 1988 through February 24, 1989:

- 2
- a. An individual employed on July 1, 1988 who left the City's employ prior to November 10, 1988 shall receive a pro rata portion of the December 16 payment based on the number of weeks of employment from July 1 to separation.
  - b. An individual hired after July 1, 1988 and prior to October 29, 1988 shall receive a pro rata portion of the December 16 payment based on the number of weeks of employment from July 1 to October 29.
  - c. An individual who leaves the employ of the City after November 10, 1988 shall not be eligible for any bonus payment on February 24, 1989.
4. Section II of the contract is amended to read as follows (new language underlined):

All members of the classified service of the City of Danbury, who are members of the Association on the effective date of this Agreement, shall remain members of the Association in good standing by the payment of their regular monthly dues on or before the last day of each month, or pay to the Association an agency fee to cover the costs of collective bargaining, contract administration and grievance adjustment, as a condition of continued employment. Future full time employees who are hired or work in the classifications specified herein shall become, and remain, members in good standing by payment of the required regular monthly dues of the Association on the 31st day following the execution of this Agreement or the date of employment, whichever is later, and shall thereafter maintain such good dues standing for the term of this Agreement, or pay to the Association an agency fee to cover the costs of collective bargaining, contract administration and grievance adjustment. Any dispute concerning the amount of the agency fee shall be subject to the Union's internal appeal process and the City shall have no part in such process. Section XIII of this Agreement covers those provisions governing part-time employees subject to this Agreement.

5. Section IV, Subsection A.1 of the contract, first two sentences are amended to read:

(1)

The normal work week for full-time employees shall be 35, 37.5 or 40 hours as currently established by job title and assignment. The normal work day for full-time employees shall be 7, 7.5 or 8 hours as currently established.

6. Section IV, Subsection E of the contract, first sentence is amended to read:

Whenever it appears desirable in the best interest of the City and its employees, to allow collective absence from duty, the heads of affected departments may excuse employees at a stated time, provided that enough employees remain on duty to maintain contact with the public and carry on crucial work. Employees in affected departments who are required to work when other employees are so excused shall be given compensatory time off (at straight time) for this service.

7. Section V, Subsection B.2.c of the contract is amended by adding:

A physician's certificate or other satisfactory evidence in support of any request for sick leave with pay covering an absence of more than three consecutive working days shall be required at the discretion of the department head.

8. Section VII is amended by adding:

The City shall send notice of a suspension or discharge to the President of the Association no later than three (3) working days from imposition of the suspension or discharge.

9. Section X, Subsections E and F, and Section XIV, Subsection A of the contract are amended to provide as follows:

The City may hire an experienced employee at any step up to and including the job rate of a classification; provided, however, that if there is any employee(s) in the classification at a step(s) below that proposed for a new hire, the City shall first consult with the DMEA and attempt to work out a mutually agreeable resolution which may include moving the other

(1)

employees to the higher step. If, after consultation, the parties do not agree, the Union may appeal the City's decision to arbitration if it believes the City's decision is arbitrary or capricious.

10. Section XI is amended by adding:

An employee who is on leave of absence without pay for more than one month will be required to pay health insurance premiums for the duration of such leave. An employee who is on leave of absence without pay as a result of long-term medical disability and who has exhausted his/her paid leave shall have his/her health insurance premiums continued for up to six (6) months. Payment of health insurance premiums by the City may be extended beyond six (6) months at the City's discretion.

CITY OF DANBURY

DANBURY MUNICIPAL EMPLOYEES  
ASSOCIATION

By: \_\_\_\_\_  
Joseph A. Sauer  
Its Mayor

By: \_\_\_\_\_  
Walter Straiton  
Its President

\_\_\_\_\_  
Date Executed

\_\_\_\_\_  
Date Executed

2668N



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# CITY OF DANBURY

155 DEER HILL AVENUE

DANBURY, CONNECTICUT 06810

**DEPARTMENT  
OF FINANCE**

November 22, 1988

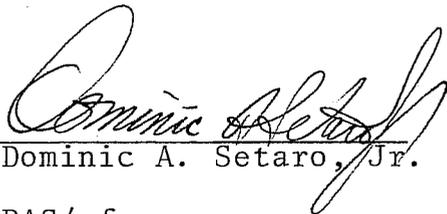
Certification #12

TO: Common Council via  
Mayor Joseph H. Sauer

FROM: Dominic A. Setaro, Jr., Acting Director of Finance/  
Comptroller

We hereby certify the availability of \$98,777.13 to be transferred from the Contingency Account to the attached accounts.

Previous balance of encumbered Contingency Acct.	\$1,068,498.73
Less pending requests	--
Less this request	98,777.13
Remaining encumbered Contingency balance	<u>\$ 969,721.60</u>

  
Dominic A. Setaro, Jr.

DAS/af

DEPARTMENTAMOUNT ①

Comptroller	Regular Salaries Acct. #02-01-141-010100	\$ 5,918.36
Data Processing	" 02-01-142-010100	4,511.60
Assessor	" 02-01-145-010100	6,529.56
Tax Collector	" 02-01-147-010100	6,808.32
Purchasing	" 02-01-148-010100	4,044.80
Corporation Counsel	" 02-01-150-010100	333.60
Town Clerk	" 02-01-161-010100	3,613.29
Planning Dept.	" 02-01-180-010100	4,509.84
Civil Service	" 02-01-183-010100	702.36
Personnel	" 02-01-185-010100	1,361.56
Public Buildings	" 02-01-222-010100	1,458.00
City Hall Building	" 02-01-224-010100	3,020.68
Library Building	" 02-01-225-010100	1,557.00
Police Station Building	" 02-01-226-010100	2,148.96
Police Department	" 02-02-100-010100	4,179.14
Fire Department	" 02-02-110-010100	1,216.28
Building Dept.	" 02-02-122-010100	7,668.36
Civil Preparedness	" 02-02-134-010100	633.84
Public Works	" 02-03-109-010100	667.20
Engineering	" 02-03-130-010100	4,034.04
Health Dept.	" 02-04-101-010100	8,462.31
Welfare	" 02-05-100-010100	5,483.49
Veterans Advisory	" 02-05-160-010100	1,148.04
Commission on Aging	" 02-05-167-010100	1,677.52
Library	" 02-07-101-010100	14,023.76
Parks & Recreation	" 02-08-130-010100	1,114.50
Risk Manager	" 02-09-160-010100	1,316.88
Airport	" 02-13-001-010100	633.84
		<u>\$98,777.13</u>