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|  | BRIDGEPORT POLICE DEPARTMENT | Distribution | General Order Number |
| | POLICY AND PROCEDURE GENERAL ORDER | ALL PERSONNEL | 8.13 |
| | | Original Issue Date | Reissue/Effective Date |
| | | 2/18/20 | 06/05/20 |
| Order Title: CBA and BENEFITS | | Accreditation Standard: POSTC: 1.8.2, 2.4.3, 2.4.9, 2.6.1, 2.6.5, 3.6.1, 3.6.6, 3.6.7, 3.6.8 | Section 8 |
| | | Section Title PERSONNEL | |
| Rescinds: 2.7.1 | | Armando J. Perez, Chief of Police | |

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

I. PURPOSE:

The purpose of this General Order is to acknowledge various benefits provided by personnel rules, this directive, or the applicable Collective Bargaining Agreement.

II. POLICY:

It shall be the policy of the Bridgeport Police Department to provide support services to sworn personnel, which recognize the special nature and demands of the police function. Any conflict between language in this directive and the language of any applicable collective bargaining agreement will be settled in favor of the CBA.

III. PROCEDURES:

A. Items Covered by the Collective Bargaining Agreement

1. The agency salary program is covered within the respective employee's Collective Bargaining Agreement (CBA):
 - a. Entry level salary;
 - b. Salary differential within ranks;
 - c. Salary differential between ranks;

- d. Overtime policy; and
 - e. Sick Leave
 - f. Compensatory Time
 - g. Holiday and Vacation Leave
 - h. Unpaid leave and other administrative leave.
 - i. The provision of salary augmentation (shift differential).
2. Whenever a negotiated collective bargaining agreement is ratified by all parties, the Chief of Police or his designee will assure that:
 - a. A written, signed copy of the agreement is obtained;
 - b. All agency directives are reviewed and amended to coincide with the terms of the new agreement; and
 - c. Information concerning the new agreement and any amended directives is disseminated to managers and supervisors of affected bargaining unit employees.
 3. The Chief of Police will confer with Labor Relations and the Mayor to define his/her role in the negotiation process for any collective bargaining agreement.
 4. If the agency contracts with an outside agency to provide a police service, any contractual rights of the employees participating in the program will not be abridged by virtue of the services contract.

B. Retirement

The City provides retirement benefits through the State of Connecticut's CMERS plan. Department employees who meet the retirement plan requirements may opt to retire in conformance with the City's retirement program.

C. Health Insurance and Physical Exam Programs

1. Employees may apply for health insurance benefits through the City's Benefits Department. Various plans with variable premium costs are available to employees that are scheduled to work 20 hours per week or more.
2. Optional Life, Vision, and Disability insurance programs are available to City employees through the Benefits Department.
3. Any physical examinations required by the agency for full-time positions will be provided at no cost to the employee.

D. Liability Protection

1. Employees are indemnified by the City of Pursuant to CGS §§ 7-101a and 7-465 for actions committed within the scope of their employment that are not malicious, willful or wanton.
2. Employees have a duty to cooperate with the City and its agents in the defense of any claims for which they are indemnified.

E. Employee Assistance Program

1. The City maintains an Employee Assistance Program (EAP) through the Labor Relations Department. This benefit is available to all employees and their family members. (See G.O. 8.10, *Employee Assistance Program*, for Department policy and procedure regarding the program.)