

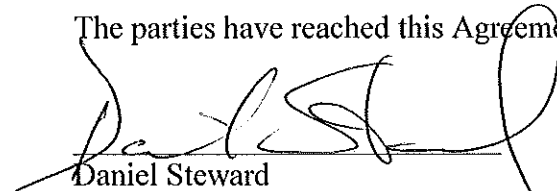
## MEMORANDUM OF UNDERSTANDING

The Town of Waterford ("Town") and the United Public Service Employees Union (UPSEU/COPS) Waterford Police Union ("Union"), hereby agree to the following Memorandum of Understanding:

The parties agree as follows:

1. That the newly negotiated draft tentative agreement, has an effective term from July 1, 2011 through June 30, 2015 and contains provisions that include that the "Union agreed that all unit employees will take two (2) furlough days by June 30, 2011. It is understood that employees will start using the furlough days as soon as possible and the furlough days will not impact overtime."
2. Technical language changes will be made to the agreement as necessary. This means for example, changing "AFSCME" to "UPSEU/COPS". It also means changing dates.
3. The current Agreement remains in full force and effect through June 30, 2011.
4. The successor agreement is for a four (4) year term effective July 1, 2011 through June 30, 2015.
5. Wage increases of two and one quarter per cent ( $2\frac{1}{4}\%$ ) per year for the first three (3) years of the agreement and two and one half per cent ( $2\frac{1}{2}\%$ ) for the last year will be granted.
6. The employee health insurance premium co-share will increase by one percent (1%) to twelve percent (12%) effective July 1, 2014.
7. The sick leave utilization minimum set out in Article XXI, Section 21.2 will change from four and one half ( $4\frac{1}{2}$ ) hours to thirty (30) minutes.
8. In all other respects the Agreement will continue unchanged.
9. The Union will enthusiastically support the agreement before the RTM.

The parties have reached this Agreement as of this 27 day of December, 2010

  
Daniel Stewart  
First Selectmen, Town of Waterford

  
John Bunce  
President, Waterford Police Union