



Michael Maniscalco, MPA  
Town Manager

January 22, 2021

Lieutenant Brian Eckblom  
Police Department  
Town of South Windsor

Dear Lieutenant Eckblom:

I take great pleasure in offering you the position of Deputy Chief of Police for the Town of South Windsor. This appointment will be effective Sunday, January 24, 2021 at 0001 hours. Your annual salary will be \$129,000.00. All promoted employees in the non-bargaining unit serve a probationary period of six (6) months.

Although you have indicated your intention to accept this position and the benefits discussed, I would appreciate receiving written confirmation of this as soon as possible.

The following will constitute the agreement of working conditions and benefits offered:

1. Classification: The Deputy Chief of Police shall be a member of the Management Group (non-bargaining unit employees) and shall enjoy all of the benefits as offered to other members of the Management Group as stated in the "Fringe Benefit Description" as published from time to time with the exception of the benefits articulated below. (For a full description of the noted benefit, see the Police Union Contract dated 7/1/18 – 6/30/21.)
  - a. Post Retirement Health Insurance – Shall be allowed as stated in the Police Union Contract dated 7/1/18 – 6/30/21 at Article 18.1(a), which states in part that, the Town shall make payments covering 75% of the cost of retiree medical insurance benefits. The employee is responsible to pay the remaining 25%.
  - b. Pension Contribution & Calculation – Shall remain as described in the Police Union Contract dated 7/1/18 – 6/30/21 at Article 26.1. (Eligible for "normal" retirement at 25 years of service or 50 years of age; 2.5% final average earning multiplied by years of service; maximum benefit 75% final average earnings; calculation excludes Overtime compensation.)
  - c. Post Retirement Cost of Living Adjustment (COLA) – Shall remain as described in the Police Union Contract dated 7/1/18 – 6/30/21 at Article 26.1. (Those employees receiving retirement benefits through the defined benefit plan shall be entitled, following one year of full retirement, to receive a cost of living increase at a fixed rate of 2% on July 1, 2009. Said rate will be adjusted July 1<sup>st</sup> every 3 years.)

- d. 457 Contribution Match – The Deputy Chief of Police will be eligible to receive a voluntary 457-contribution match. The Town shall match his weekly contribution up to a maximum of 2% of his base pay earnings. In order to receive this benefit, he must elect to open a 457 account or may use an existing 457 account previously established.

Note: This 457-contribution match shall remain in effect unless removed from the Police Union Contract (Article 5(b)).

2. Vehicle: The Deputy Chief of Police will be assigned a late model, unmarked, town-owned vehicle for unrestricted use. The vehicle shall be a minimum of a full-sized sedan or SUV.
3. Clothing Maintenance: The Town agrees to provide uniforms and associated equipment and to cover the cost of dry cleaning associated with the performance of duty.
4. Professional Conferences: The Deputy Chief of Police may attend two professional conferences per year with the approval of the Town Manager.
5. Waiver of Town Provided Health Insurance: The Town shall provide the Deputy Chief of Police with two thousand dollars (\$2,000) per year, paid in quarterly installments, each quarter that he elects to waive both Town provided medical and dental insurance.

I congratulate you on this well-deserved promotion, and I look forward to your continued dedication and effort to your job with the Town of South Windsor.

Best regards,



Michael Maniscalco, MPA  
Town Manager

cc: Scott Roberts, Assistant Town Manager/CIO  
Kristian Lindstrom, Chief of Police  
Patricia Perry, Director of Finance  
Personnel File

