

Item 13

TOWN OF GREENWICH AND GMEA
JULY 1, 2010 – JUNE 30, 2013

SUMMARY OF NEGOTIATED CHANGES

<u>CBA Provision</u>	<u>Negotiated Change</u>
Article 4 Categories of Employees Para (C)	Amend to include sections of CBA not applicable to part-time employees. Eliminate referenced to Appendix
Article 4 (D)	Eliminate paragraph
Article 5 Wages Para (A)	Reference to separate Public Safety wage schedule -- Appendix F
Article 5 (B)	7/1/10 1.9% plus increment. 7/1/2011 2.3% plus increment. 7/1/2012 2.3% plus increment.
Article 5 (E)	New provision: mandate direct deposit
Article 5 (F)	10 and 11 month emps option 22 or 26 payrolls
Article 6 Collective Bargaining Para (B)	Revise number on bargaining team to 6

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<u>CBA Provision</u>	<u>Negotiated Change</u>
Article 7 Hours and Workweek Para (A)	Amend as to Public Safety Dispatchers
Article 8 Overtime, etc. Para (A)	No OT rate if within 48 hrs from working OT employee calls out sick.
Article 8 (B)	Increase in shift differential \$0.75 to \$1.00 and \$1.25 to \$1.50 eff. 7/1/11
Article 8 (C)	Eliminate paid jury duty for part-time emps.
Article 10 Holidays Para (A)	Eliminate three holidays for NW employees and add three personal leave days.
Article 11 Sick Leave	Eff. 7/1/2011 new hires receive 1.5 days beginning with 10 th year.
Article 11 (A)	Part-time emps after probation receive 3 pro rated sick days in first year.
Article 12 (B)	12 month part-time employees to carry over vacation without department head approval.
Article 14 Insurance	Emp premium cost share New CBA 8%, 7/1/2011 9%, 7/1/2012 10%
Article 14	Rx eff. 7/1/2011 5/25/40 Eff. 1/1/2012 10/25/40

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<u>CBA Provision</u>	<u>Negotiated Change</u>
Article 14	HSA eff. 1/1/2012 Rx co-pays 10/25/40 after deductible. 3000/6000 max out of pocket
Article 14	Active emps not eligible for HSA may opt for \$10 POS or POE
Article 14	Eliminate continuation of life insurance into retirement
Article 14	New retirees participate in RHSA in lieu of Town credit.
Article 15 Clothing and Safety Equipment	Walking shoes reimbursement
Article 16 Transportation Allowance	Revise transportation reimbursement language
Article 17 Retirement	Town proposed non substantive language revisions
Article 18 Injury Leave	Town to implement preferred provider network for WC
Article 22 Health Appointments Para (B)	Revise eyeglass reimbursement language
Article 23 Grievance Procedure	Substantive and non substantive revisions

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<u>CBA Provision</u>	<u>Negotiated Change</u>
Article 24 Appointments Para (A)	Revised language regarding discipline which has been overturned.
Article 24 (C)	Add additional sentence to end of paragraph re: pilot temp assignment program.
Article 24 (D) and (E)	Trial period and probationary period not eligible for transfer
Article 24 (K)	Revise by adding additional requirements on Town to notify Assn of certain reclassifications.
Article 27 Layoff and Re-employment Para (A)	Revisions to include 11 month bumping requirements.
Article 27 (A)	Notice and seniority list language
Article 27 (B)	Copies of recall list to Assn
Article 27 (C)	Notify Assn when position is filled from a recall list.
Article 27 (D)	FMLA not to affect seniority and re-letter E
Article 27 (E)	Eliminate outdated language

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<u>CBA Provision</u>	<u>Negotiated Change</u>
Article 32 Effective Date and Duration Para (A)	Duration revised language
Article 32 (B)	Length of CBA
Article 32 (C)	Negotiations for successor agreement
Appendix C	Update classifications
Appendices G, H, I, J	Revise to reflect new plan options and plan changes
Appendix L	Eliminate part-time Appendix. Revise text of CBA to include part-time employees where appropriate (modify Article 4 (C))
Temporary Reassignments	Pilot program to be developed.
Appendix M	Side agreement extended for life of CBA 4.5 extra days annually.
Appendix M para E	Dispatcher may not work more than 2 consecutive shifts except in emergencies and paid at 2x over 16 consecutive hours. Re-letter Appendix L

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Finance Department

TOWN OF GREENWICH
CONNECTICUT

May 24, 2011

TO: Dave Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2010-
2013 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN
OF GREENWICH AND GREENWICH MUNICIPAL EMPLOYEES
ASSOCIATION.

As required by the Representative Town Meeting approved Sense of the Meeting Resolution, Item 22, Paragraph 3, dated June 9, 1980, I am certifying the attached estimate of annual costs to the Labor Contracts Committee and the Representative Town Meeting are correct and I am in agreement.

5/24/2011
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

4. to 3.10

REPRESENTATIVE TOWN MEETING
TOWN OF GREENWICH

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GMEA 2010 - 2013 Cost of Contract July 1, 2010 - June 30, 2013									
Description	Current Annualized Cost	1-Jul-10		1-Jul-11		1-Jul-12		Inc	GWI
		Inc	GWI	Inc	GWI	Inc	GWI		
		1.41%	1.90%	1.06%	2.30%	0.75%	2.30%	1-Jul-12	
		Increments	Cost Change	Increments	Cost Change	Increments	Cost Change		
Base Pay Full Time	\$16,663,167	\$235,580	\$319,666	\$182,389	\$394,996	\$134,146.17	\$412,388.96		
Base Pay Part Time	\$1,884,205	\$26,638	\$36,306	\$20,627	\$45,259	\$15,174.41	\$46,848.81		
Overtime - Town	\$204,940	\$2,897	\$3,949	\$2,244	\$4,923	\$1,650.48	\$5,073.86		
Differentials	\$12,414	\$0	\$0	\$0	\$3,532	\$0.00	\$0.00		
Out of Class	\$4,178	\$59	\$81	\$46	\$100	\$33.65	\$103.44		
Longevity Pay	\$114,150	\$0	\$0	\$0	\$0	\$0.00	\$0.00		
Misc Compensation	\$188,279	\$2,662	\$3,628	\$2,061	\$4,522	\$1,516.30	\$4,661.38		
Paid Leave	\$1,178,728	\$16,665	\$22,712	\$12,904	\$28,313	\$9,492.87	\$28,182.75		
Injury Leave	\$20,689	\$292	\$399	\$226	\$497	\$166.62	\$512.20		
Safety Shoe Allowance	\$2,550	\$0	\$0	\$0	\$0	\$0.00	\$0.00		
Auto Allowance	\$5,048	\$0	\$0	\$0	\$0	\$0.00	\$0.00		
Total Salary Compensation	\$20,278,348	\$284,794	\$386,740	\$220,507	\$482,143	\$162,180	\$498,571		
Life									
LTD	\$7,683	\$109	\$148	\$84	\$182	\$62	\$190		
Basic Group Term Life	\$33,562	\$0	\$0	\$0	\$0	\$0	\$0		
A & D	\$4,815	\$0	\$0	\$0	\$0	\$0	\$0		
Total	\$46,070								
Retirement									
TOG DB Plan (20.04%)	\$2,644,052	\$37,381	\$50,724	\$27,535	\$59,629	\$19,124	\$58,792		
TOG DC Plan (5%)	\$173,465	\$2,452	\$3,328	\$2,250	\$4,872	\$1,936	\$5,951		
Deferred Compensation Town Match	\$365,005	\$0	\$0	\$0	\$0	\$0	\$0		
Post Retire. Medical OPEB (0.95%)	\$158,300	\$2,238	\$3,037	\$1,733	\$3,752	\$1,274	\$3,918		
Retiree Medical Savings (0.05%)	\$0	\$0	\$0	\$36	\$78	\$53	\$163		
Social Security (6.20%)	\$1,233,935	\$17,657	\$23,978	\$13,671	\$29,893	\$10,065	\$30,911		
Medicare (1.45%)	\$293,926	\$4,130	\$5,608	\$3,457	\$6,991	\$2,352	\$7,229		
Total	\$4,968,683	\$63,858	\$86,674	\$48,387	\$105,138	\$34,741	\$106,801		
Health									
Medical (Town portion of premiums)	\$3,580,188	-	\$0	-	-\$68,705	-	-\$68,060		
Rx (Town portion of premiums)	\$370,175	-	\$0	-	-\$7,685	-	-\$7,605		
Dental (Town portion of premiums)	\$288,218	-	\$0	-	-\$3,133	-	-\$3,133		
Eyewear Reimbursement	\$18,000	-	\$0	-	\$0	-	\$0		
Total	\$4,256,582				-\$79,523		-\$78,787		
Totals	\$29,449,882	\$348,652	\$473,414	\$268,889	\$507,758	\$198,922	\$526,585		
Percentage change from prior year				2.87%	2.56%		2.33%		

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