

RTM

October 2013

ITEMS

8. GMEA agreement
9. LIUNA – Local 136 agreement

Town of Greenwich
And
GMEA
2013 – 2106
Summary of Negotiated Changes

<i>Article</i>	<i>Summary of Change</i>
Article 3 Notice	Update language regarding remitting union dues and bargaining unit information.
Article 4 (C) Part-Time Employees	Non substantive language revisions as to entitlement to benefits for part-time employees.
Article 5 (B) General Wage Increases	7/13 1.5%, 1/14 1.0%, 7/14 2.25%, 7/15 1.5%, 1/16 1.0%
Article 5 (E) Pay Advice	Provide for electronic pay advice and direct deposit.
Article 5 (F) BOE Payroll	Non substantive clarification that provision is limited to BOE employees.
Article 7 Hours and Workweek	Provide for new provision as to scheduling and compensation during weather or other emergencies when the Town is in a General Shutdown.
Article 8 (A) Food Service Workers	Eliminate prior overtime practices.
Article 8 (B) Shift Differential	Delete outdated language.
Article 8 (D) Administrative Proceedings	Non substantive clarification of the conditions as to when employees are to be paid when attending court or other administrative positions due to their job responsibilities.

<i>Article</i>	<i>Summary of Change</i>
Article 8 (E) Minimum Recall	Non substantive clarification of the conditions as to when employees are due the minimum 3 hour call back pay.
Article 10 (F) Holidays	Provide for Columbus and Veterans Day to be regular work days as part of the school calendar; employees to receive floating holidays
Article 11 (B) Sick Leave	Delete outdated language.
Article 12 (B) (C) Vacation	Non substantive language clarification.
Article 13 Employee Accounts	Provide for time and leave balances on employee's pay advice.
Article 14 Insurance	Eff. 1/1/14 Eliminate POS option except for employees not eligible for HSA. POS premium co-pay increases to 11% from 10%. Employees required to participate in "Risk Reduction Program;" nonparticipating employees pay 5% increase in premium co-pay in 2015. Spouse added to requirement in 2015; nonparticipating employees/spouse pay 10% increase beginning in 2016. Increase in term life to \$50,000 from \$40,000. Eff. 1/1/15 HSA deductibles increase to \$2,000/\$4,000 and POS employee premium copay increases to 12% from 11%.
Article 16 (D) Transportation Allowance	Delete out dated language.
Article 17 Retirement	Non substantive language changes.
Article 22 (A) Health Appointments	Define medical appointments as used in this Article.

<i>Article</i>	<i>Summary of Change</i>
Article 22 Grievance Procedure	Clarify the procedure in the processing of grievance.
Article 24 Appointments	Clarify use of terms throughout this Article.
Article 29 Substance Abuse	Correct reference to Town's Drug and Alcohol Free Workplace policy.
Article 32 (B) Duration	Amend to provide for the term of this agreement.
Appendices	Update appendices to be consistent with the terms of the agreement. Appendix L Public Safety Dispatchers – provide for adjustments in compensation for dispatchers and if held over on a second consecutive overtime shift on a scheduled day off compensated at double time for each hour of work on the second consecutive overtime shift.



TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

TO: David Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski, Comptroller

DATE: October 4, 2013

SUBJECT: REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR
THE 2013-2016 LABOR SETTLEMENT 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 for October 28, 2013 are correct and I am in agreement.

10-4-13

Date

Comptroller

cc: Alfred C. Cava, Director of Labor Relations

Item 8

Greenwich Municipal Employees Association 2013 - 2016 Labor Settlement

Summary of Cost

	Current	7/1/2013	1/1/2014	7/1/2014	7/1/2015	1/1/2016
Wages c						
Full-Time Base Pay	\$16,169,653	\$16,643,967	\$16,803,942	\$17,200,668	\$17,624,554	\$17,809,949
Part-Time Pay	\$2,985,002	\$3,065,385	\$3,094,848	\$3,160,431	\$3,230,236	\$3,264,215
Overtime	\$321,275	\$329,927	\$333,098	\$340,156	\$347,669	\$351,327
Shift Differential	\$21,707	\$21,707	\$21,707	\$21,707	\$21,707	\$21,936
Out of Class	\$10,471	\$10,753	\$10,857	\$11,087	\$11,332	\$11,451
Longevity	\$115,900	\$115,900	\$115,900	\$115,900	\$115,900	\$115,900
Paid Leave	\$1,824,844	\$1,873,985	\$1,891,997	\$1,932,090	\$1,974,765	\$1,995,538
Holiday Pay	\$63,574	\$65,286	\$65,914	\$67,311	\$68,797	\$69,521
Total Wages	\$21,512,427	\$22,126,910	\$22,338,262	\$22,849,350	\$23,394,960	\$23,639,836
		2.86%	0.96%	3.26%	2.39%	1.05%
Benefits						
Medical d	\$4,832,576	\$4,997,105	\$4,997,105	\$5,295,204	\$5,924,959	\$5,924,959
Basic Term Life	\$22,948	\$22,948	\$28,685	\$28,685	\$28,685	\$28,685
LTD	\$79,491	\$79,491	\$79,491	\$79,491	\$79,491	\$79,491
Total Benefits	\$4,935,015	\$5,099,544	\$5,105,281	\$5,403,380	\$6,033,135	\$6,033,135
		3.33%	0.11%	5.84%	11.65%	0.00%
Retirement						
Defined Benefit a	\$1,011,000	\$1,040,178	\$975,476	\$998,093	\$944,044	\$953,917
Defined Contribution b	\$460,265	\$473,552	\$552,436	\$565,249	\$656,867	\$663,736
Social Security/Medicare	\$1,645,701	\$1,692,709	\$1,708,877	\$1,747,975	\$1,789,714	\$1,808,447
401-k Town Match	\$310,066	\$310,066	\$310,066	\$310,066	\$310,066	\$310,066
OPEB e	\$74,380	\$76,562	\$77,298	\$79,123	\$81,073	\$81,926
Total Retirement	\$3,501,412	\$3,593,067	\$3,624,153	\$3,700,506	\$3,781,764	\$3,818,092
		2.62%	0.87%	2.11%	2.20%	0.96%
Grand Totals	\$29,948,853	\$30,819,521	\$31,067,696	\$31,953,236	\$33,209,859	\$33,491,062
		2.91%	0.81%	3.68%	3.93%	0.85%

a Normal Costs = 8.09% - enrollment based on an annual turnover rate of 14

b Town contribution = 5% - enrollment based on an annual turnover rate of 14

c GWI splits in FY14 and FY16 reduces cost on a cash basis.

d Includes rate increases of 15% for calendar 2014, and assumed rate increase of 12% calendar 2015 and 12% calendar 2016

e OPEB 0.46%



TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

TO: David Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski, Comptroller

DATE: October 4, 2013

SUBJECT: REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR
THE 2013-20116 LABOR SETTLEMENT BETWEEN THE TOWN OF
GREENWICH AND LIUNA Local 136 AFL-CIO

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 for October 28, 2013 are correct and I am in agreement.

10-4-13

Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

Town of Greenwich
And
LIUNA Local 136
2013 – 2106
Summary of Negotiated Changes

<i>Article</i>	<i>Summary of Change</i>
Article 1 (A) Recognition	Revise language as to positions covered by the bargaining unit.
Article 4 (C) Notice	Language moved to Article 15 Retirement (paragraph E).
Article 5 (A - C) Wages (open item)	GWIs 7/13 1.5%, 1/14 1.0%, 7/14 2.25%, 7/15 1.5% and 1/16 1.0%
Article 5 (G) Payroll	Delete outdated language and provide for electronic pay advice.
Article 8 (A) (B) (D) (E) Overtime	Clarify workweek hours, conditions as to when overtime is to be paid, include reference to compensatory time for certain employees in the Department of Parks and Recreation, and positions entitled to overtime during emergency operations.
Article 8 (H) Working Conditions	New paragraph concerning working conditions during weather and other emergency conditions.
Article 9 Temporary Assignments	Correct reference.
Article 10 (B) and (E) Holidays	Provide for alternate holidays in certain departments for Good Friday, Columbus Day, Veteran's Day and Day after Thanksgiving.
Article 11 (A) (2) (3) Sick Leave	Delete outdated reference.

<i>Article</i>	<i>Summary of Change</i>
Article 14 Insurance	Eff. 1/1/14 Eliminate POS option except for employees not eligible for HSA. POS premium co-pay increases from 10% to 11% in 2014, 12% in 2015 and 13% in 2016. Employees required to participate in "Risk Reduction Program;" nonparticipating employees pay 5% increase in premium co-pay in 2015. Spouse added to requirement in 2015; nonparticipating employees/spouse pay 10% increase beginning in 2016. 1/1/15 the HSA deductible increases to \$2000/\$4000. 1/1/14 Dental insurance maximum increased to \$2,500. 7/1/14 increase term life to 2 x base salary from 1.5 x base salary.
Article 15 Retirement	Non substantive language changes. Increase Town match eff. Jan 2015 up to \$2,400 from \$2,300.
Article 19 Health Appointments	Definition of medical appointments clarified (A). Outdated language deleted (B).
Article 20 (C) Transportation Allowance	Delete outdated language.
Article 29 Duration	Update for term of new agreement.
Article 31 Benefit Statement	Moved to Article 15 (E).
Article 32 Substance Abuse	Correct reference to section on Town's HR Manual.
Appendices	Revise and update appendices based on newly negotiated terms. Add new appendix XV for compensatory time for certain employees in the Department of Parks and Recreation. Appendix IX Increase stipend for Patient Care Coordinator to \$2,500 from \$1,800.

**LIUNA Local 136 Labor Settlement
Summary of Costs**

Wages	Current	7/1/2013	1/1/2014	7/1/2014	7/1/2015	1/1/2016
Base Wages - Full Time	\$14,838,955	\$15,140,852	\$15,292,261	\$15,690,256	\$15,966,858	\$16,126,527
Base Wages - Part Time	\$936,615	\$955,671	\$965,227	\$990,348	\$1,007,807	\$1,017,885
Overtime	\$485,561	\$495,440	\$500,395	\$513,418	\$522,469	\$527,693
Other Wages base driven	\$361,987	\$369,351	\$373,045	\$382,754	\$389,501	\$393,396
Other wages non base driven	\$188,441	\$188,441	\$188,441	\$188,441	\$188,441	\$188,441
Total Wages	\$16,811,559	\$17,149,754	\$17,319,368	\$17,765,217	\$18,075,075	\$18,253,942
		2.01%	0.99%	2.57%	1.74%	0.99%
Benefits						
Medical Insurance	\$3,282,904	\$3,282,904	\$3,301,051	\$3,524,965	\$3,953,323	\$3,953,323
Life	\$60,132	\$81,745	\$81,745	\$84,000	\$85,687	\$85,687
LTD	\$57,485	\$57,485	\$57,485	\$57,485	\$57,485	\$57,485
Total Benefits	\$3,343,036	\$3,364,649	\$3,382,796	\$3,608,965	\$4,039,009	\$4,039,009
		0.65%	0.54%	6.69%	11.92%	0.00%
Retirement						
Retirement DB a	\$1,035,616	\$1,023,869	\$1,034,108	\$1,027,015	\$1,010,513	\$1,020,618
Retirement DC b	\$108,464	\$138,776	\$140,163	\$164,960	\$189,389	\$191,283
401-K Town Contribution	\$355,598	\$355,598	\$355,598	\$370,238	\$370,238	\$370,238
OPEB	\$50,452	\$51,479	\$51,994	\$53,347	\$54,287	\$54,830
Social Security/Medicare	\$1,286,084	\$1,311,956	\$1,324,932	\$1,359,039	\$1,382,743	\$1,396,427
Total Retirement	\$2,836,214	\$2,881,678	\$2,906,795	\$2,974,598	\$3,007,171	\$3,033,396
		1.60%	0.87%	2.33%	1.10%	0.87%
Grand Totals	\$22,990,809	\$23,396,082	\$23,608,959	\$24,348,780	\$25,121,256	\$25,326,348
		1.76%	0.91%	3.13%	3.17%	0.82%

a Normal Costs = 8.04% enrollment based on an annual turnover rate of 5.

b Town contribution = 5% enrollment based on an annual turnover rate of 5.

c GWI splits in FY14 and FY16 reduces cost on a cash basis.

d Includes rate increase of 15% in calendar 2014, and assumed increase of 12% in calendars 2015 and 2016.

e OPEB 0.34%