TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

July 12, 2018

TO: Joshua Brown, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2016-2019 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE GREENWICH BOARD OF EDUCATION AND LIUNA Local 136

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 July 19, 2018 are correct and I am in agreement.

7-12-18
Date

Comptroller

cc: Robert A. Stacy, Director of Human Resources, BOE
Alfred C. Cava, Director of Labor Relations, TOG

TOTAL COST TOWN OF GREENWICH - BOE - LIUNA CONTRACT FY16-17 to FY18-19

	2015-2016 BASE	2016-2017 YEAR 1	2017-2018 YEAR 2	2018-2019 YEAR 3	
Total Wages	**$ 5,907,905**	**$ 6,086,098**	**$ 6,281,170**	**$ 6,414,914**	
Increment %		3.02%	3.21%	2.13%	
Increment cost		0.75%	1.68%	0.62%	
General Wage Increase		2.25%	1.50%	1.50%	
		$178,193	**$195,072**	**$133,744**	**$507,009**
Total TOWN Health Care					
Medical/Rx/Dental	$ 2,507,704	$ 2,665,601	$ 2,135,510	$ 2,232,028	
BOE HAS Contribution	$ 227,500	$ 227,500	$ -	$ -	
Group Term Life Insurance	$ 8,000	$ 8,000	$ 8,000	$ 8,000	
	$ 2,743,204	**$ 2,901,101**	**$ 2,143,510**	**$ 2,240,028**	
% change year-to-year		5.76%	-26.11%	4.50%	
$ change year-to-year		$ 157,897	$ (757,591)	$ 96,518	**$ (503,176)**
Total Retirement					
DB BOE Contributions (14.01%)	$364,572	$372,775	$378,366	$ 382,150	
DC BOE Contributions (5%)	$88,371	$90,360	$91,715	$ 92,632	
Social Security (7.65%)	$451,955	$465,586	$480,510	$490,741	
	$904,898	**$928,721**	**$950,591**	**$965,523**	
% change year-to-year		2.63%	2.35%	1.57%	
$ change year-to-year		$ 23,823	$ 21,870	$ 14,932	**$ 60,625**
					Total 3 Year Impact
TOTAL	**$ 9,556,007**	**$ 9,915,920**	**$ 9,375,271**	**$ 9,620,465**	
% change year-to-year		3.77%	-5.45%	2.62%	
$ change year-to-year		**$ 359,913**	**$ (540,649)**	**$ 245,194**	**$ 64,458**

Board of Education
And
LIUNA Local 136
2016-2019
Summary of Negotiated Changes

Article	Section	Summary of Change
Article 5 - Wages	New E	All wage payments through direct deposit - no more checks.
	New F.	Add a new paragraph requiring a one-time 5 day payroll lag
Aricle 6 - Personal Leave	d.7)	Allow use of a personal leave day for death of a person not covered in bereavement leave.
Article 7 - Hours of Work		(Part 1) In the event members of the bargaining unit are required to work during their unpaid lunch break, the employee shall submit the additional time worked to his/her supervisor and shall be paid at the hourly rate for such time. (Part 2) Payment shall be paid only with the prior approval of the supervisor, or at the direction of an administrator (except in cases of emergency). The supervisor may adjust the meal period to a time later during the normal work day, as long as it is within the cafeteria serving hours.
Article 8 - Insurance		Shifted to the State Partnership Plan by Memorandum of Agreement effective July 1, 2017.
	C	Increase Life Insurance
Article 9 - Pensions	B.4.	Align vesting for employees hired after November 1, 2008 with current Town procedure.
Article 11 - Handbook & Classifications	C	Increase Annual Stipend for Educational Program Specialist to $3,150 starting July 1, 2017 and to $3,300 starting July 1, 2018
Article 16 - Duration		3 Years

Board of Education
And
LIUNA Local 136
2016-2019
Summary of Negotiated Changes

Article 19 - Discipline & Discharge	B	Eliminated language that required disciplinary notices to be removed from an employee's file after 18 months.
	C	Employees have the right to affix a signature to material reflecting negatively upon an employee before being placed in their personnel file and that they may submit a written notation to be attached to the file copy of the material in question.
Article 20 - Union Business	C	Clarified the number of persons (6) to be allowed paid release as members of the Union Negotiating Committee.
Article 21 - Miscellaneous	New F.	Incorporate language on new statutory hiring requirements per CGS 10-221d.
Appendix I - Annual Wages		Starting July 1, 2017 Step 6 will require 19 years service. Starting July 1, 2018 Step 6 will require 18 years service.
Appendix I - Annual Wages		All wages represented as contracted hourly rate; artificial hourly rate; and with annual salary for informational purposes only (With the understanding overtime is paid using the contracted hourly rate)
New Section - Overtime		Security personnel will be paid at the appropriate hourly rate for any hours in addition to their regularly scheduled work week for hours worked in their security personnel capacity.