

RTM

March 12, 2018

ATTACHMENTS

FOR

ITEM #2

### UPSEU Cost of Contract 2017 - 2019

	<i>Current</i>	<i>July 1, 2017</i>	<i>July 1, 2018</i>	
Base Wages	\$1,704,468	\$1,742,818	\$1,768,960	
Overtime	\$8,766	\$8,963	\$9,097	
<b>Total Wages</b>	<b>\$1,713,233</b>	<b>\$1,751,781</b>	<b>\$1,778,058</b>	
		2.25%	1.50%	
Medical , Town Costs	\$552,361	\$404,196	\$431,688	
Life Insurance	\$3,923	\$3,923	\$4,071	
<b>Total Insurance</b>	<b>\$556,284</b>	<b>\$408,119</b>	<b>\$435,758</b>	
		-26.63%	6.77%	
Retirement 401-K	\$34,310	\$34,310	\$34,310	
Retirement DB (normal costs 10.11%)	\$133,393	\$136,394	\$130,344	
Retirement DC (5%)	\$16,213	\$16,578	\$20,830	
Social Security/Medicare	\$131,062	\$134,011	\$136,021	
RHSA (0.5% post 2/1/2009 emps)	\$401	\$410	\$416	
OPEB (0.05%)	\$852	\$871	\$884	
<b>Total Retirement</b>	<b>\$316,231</b>	<b>\$322,574</b>	<b>\$322,806</b>	
		2.01%	0.07%	
<b>Totals</b>	<b>\$2,585,748</b>	<b>\$2,482,474</b>	<b>\$2,536,622</b>	<b>-\$49,126</b>
		<b>-3.99%</b>	<b>2.18%</b>	<b>-1.90%</b>

Notes:

DC - 4 post 2-1-2009 emps. Project 5 emps in FY 18/19



# TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

TO: David Detjen, Chairman  
Labor Contracts Committee

FROM: Peter Mynarski, Comptroller

DATE: February 6, 2018

SUBJECT: REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR  
THE 2017-2019 LABOR SETTLEMENT BETWEEN THE TOWN OF  
GREENWICH AND UNITED PUBLIC SERVICES EMPLOYEES  
UNION

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As required by the Representative Town Meeting 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 March 16, 2018 are correct and I am in agreement.

2/2/2018  
Date

Peter P. Mynarski, Jr.  
Comptroller

cc: Alfred C. Cava, Director of Labor Relations

**UPSEU and Town of Greenwich Summary of Negotiated Changes**

**July 1, 2017 - June 30, 2019**

<b>Article</b>	<b>Section</b>	<b>Summary of Negotiated change</b>
Cover Page		Amend duration to July 1, 2017 - June 30, 2019
Article 1 - Recognition		Correct reference to title - "maternal and child health"
Article 1 - Recognition		Delete "and as outlined in Appendix I" from last sentence.
Article 4 - Wages	B, C	GW 7/2017 2.25% 7/2018 1.5%
Article 6 - Hours and Work Week	A, B	Change scheduling ending to 6 PM from 5 PM.
Article 6 - Hours and Work Week	B	Provide option for school nurses to schedule their up to 15 hours of prep time prior to the school year to 10 hours during the school year at 1.5x.
Article 6 - Hours and Work Week	D	Amend to replace with current emergency closing day side letter.
Article 6 - Hours and Work Week	E (new)	BOE to provide for one professional development day during school year.
Article 7 - Overtime	C	Delete requirement for time frame for Nurse Supervisor to respond to requests for clerical support.
Article 10 - Sick Leave	A	Amend to provide for practice to permit part-time employees to carryover unused sick leave.
Article 10 - Sick Leave	C	Permit use of sick leave in hourly, 1/2 day or full day increments.
Article 18 - Vacation	E (2)	Vacation approved at least 4 months in advance cannot be denied at a later date.
Article 20 - Insurance		Incorporate language for MOA on the SPP
Article 20 - Insurance	L	Delete outdated language.

Article	Section	Summary of Negotiated change
Article 23 - Pensions	F	Delete outdated language and reflect current town match.
Article 27 - Appointments	6	Delete paragraph 6, sick leave provision redundant as it is covered in Article 10 Sick Leave.
Article 32 - Duration		Amend to reflect term of successor agreement July 1, 2017 - June 30, 2019
Appendix I		Amend wage schedule to reflect general wage increases.
Appendix III		Delete appendix HDHP and re-letter remaining appendices.