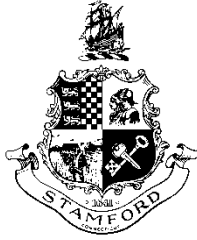


Mayor
CAROLINE SIMMONS



DIRECTOR OF LEGAL AFFAIRS
&
CORPORATION COUNSEL
DOUGLAS C. DALENA

CITY OF STAMFORD

ALFRED C. CAVA, SHRM-SCP, SPHR
DIRECTOR OF HUMAN RESOURCES

**OFFICE OF LEGAL AFFAIRS
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TO: Members, Board of Finance
Members, Personnel Committee, Board of Representatives

FROM: Alfred C. Cava, Director of Human Resources

SUBJECT: Summary of the Tentative Agreement with IUOE Local 30 - Operations

DATE: July 6, 2022

The City recently reached a four-year labor agreement with IUOE Local 30-Operations. The agreement is retroactive to July 1, 2019 and expires on June 30, 2024. The tentative agreement is being presented to the Board of Finance for an advisory opinion and to the Board of Representatives for its approval.

The following is a summary of the significant features of the settlement and associated cost/savings analysis:

Term: July 1, 2019 through and including June 30, 2024.

Wages:	July 1, 2019	0%
	January 1, 2020	1.00%
	July 1, 2020	1.25%
	January 1, 2021	1.25%
	July 1, 2021	1.25%
	January 1, 2022	1.25%
	July 1, 2022	1.25%
	January 1, 2023	1.25%
	July 1, 2023	2.25%

(GWI cost analysis attached)

The City will make a one-time non-pensionable ratification incentive payment equal to \$325 for active full time employees, pro-rated for any part time employees. **(Maximum cost 131 emps * \$325 = \$42,575)**

To address challenges the City has with competitive wages for certain positions, the following additional wage adjustment were agreed to:

- Effective September 1, 2022, the hourly rate for Equipment Operators and Collection Drivers shall be increased by \$1.25 and effective April 1, 2023, by \$1.25.
- Effective September 1, 2022, the hourly rate for Heavy Equipment Operators shall be increased by \$2.15 and effective April 1, 2023, by \$2.15.
- Effective October 1, 2023, the hourly rate for Equipment Mechanic (Grade 18) shall be increased by \$1.25.

(See GWI cost analysis)

COVID stipend of \$100 per month for the period April 2020 through June 2021 for employees who were required to report to work on a regular basis during this period. **(Maximum cost \$1,500 *131 emps. = \$196,500).**

A \$65 covid vaccine stipend for employees who are or become fully vaccinated. **(Cost \$65*107 emps. = \$6,955).**

Insurance: The employees will migrate to the state partnership plan effective as soon as administratively possible. Retirees will be migrated to the state partnership as we did with other bargaining units. Employee cost share will increase to 17.5% from 17% effective July 1, 2022, and to 18% effective July 1, 2023. **(Cost analysis attached)**

Stand-By Requirements and Pay: The current language for time and one-half for each hour of stand-by was amended to provide for a flat payment of \$30 per hour with a minimum of 4 hours for employees required to be on stand-by due to weather events. This amendment resolved a long-standing dispute on the requirement to stand-by and compensation for standing-by.

Holidays: If the City designates Juneteenth as a City holiday, it will be added as paid holiday. (Employees in this bargaining unit not scheduled to work on holidays).

Probation Period: The probationary period for new hires is extended to nine (9) months from six (6) months. The probationary period for promoted employees is extended to four (4) months from three (3) months.

Tool Allowance/Safety Shoes: The tool allowance for employees required to provide their own tools to perform their duties increase to \$1,000 from \$500 annually. The City will furnish employees with two pair of safety shoes annually up from one pair. **(Cost tool allowance 11 emps *\$500 = \$5,500; Safety shoes 131 emps * \$130 = \$17,030)**



 Alfred C. Cava, Director of Human Resources

July 6, 2022

 Date

cc: Ana Gonzalez, Labor Relations Specialist
 Gabe Jiran, Labor Counsel

IUOEO Tentative Agreement Estimated Wage Cost Summary
7/1/2019 - 6/30/2024

IUOEO Estimated Wages (Includes all wages)	Estimated Wage Basis (1/2 Year)	% Increase	Fund Balance								Contingency				Future Obligations			Total Cost All Funding Sources		
			Increase 1 (7/1/19 - 12/31/19)	Increase 2 (1/1/20 - 6/30/20)	Increase 3 (7/1/20 - 12/31/20)	Increase 4 (1/1/21 - 6/30/21)	Increase 5 (7/1/21 - 12/31/21)	Increase 6 (1/1/22 - 6/30/22)	Medicare and FICA (7.65%)	Total Fund Balance	* Increase 7 (7/1/22 - 12/31/22)	* Increase 8 (1/1/23 - 6/30/23)	Medicare and FICA (7.65%)	Total Contingency Balance	Increase 9 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Future Obligations		Total	
Increase 1 (7/1/19 - 12/31/19)	4,464,547	0.000%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Increase 2 (1/1/20 - 6/30/20)	4,464,547	1.000%	\$0	\$44,645	\$44,645	\$44,645	\$44,645	\$44,645	\$44,645	\$17,077	\$240,304	\$44,645	\$44,645	\$6,831	\$96,122	\$44,645	\$3,415	\$48,061	\$384,487	\$384,487
Increase 3 (7/1/20 - 12/31/20)	4,509,193	1.250%	\$0	\$0	\$56,365	\$56,365	\$56,365	\$56,365	\$17,248	\$242,707	\$56,365	\$56,365	\$8,624	\$121,354	\$56,365	\$4,312	\$60,677	\$424,738	\$424,738	
Increase 4 (1/1/21 - 6/30/21)	4,565,558	1.250%	\$0	\$0	\$0	\$57,069	\$57,069	\$57,069	\$13,097	\$184,306	\$57,069	\$57,069	\$8,732	\$122,871	\$57,069	\$4,366	\$61,435	\$368,612	\$368,612	
Increase 5 (7/1/21 - 12/31/21)	4,622,627	1.250%	\$0	\$0	\$0	\$0	\$57,783	\$57,783	\$8,841	\$124,406	\$57,783	\$57,783	\$8,841	\$124,406	\$57,783	\$4,420	\$62,203	\$311,016	\$311,016	
Increase 6 (1/1/22 - 6/30/22)	4,680,410	1.250%	\$0	\$0	\$0	\$0	\$0	\$58,505	\$4,476	\$62,981	\$58,505	\$58,505	\$8,951	\$125,962	\$58,505	\$4,476	\$62,981	\$251,923	\$251,923	
Increase 7 (7/1/22 - 12/31/22)	4,738,915	1.250%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$59,236	\$59,236	\$9,063	\$127,536	\$59,236	\$4,532	\$63,768	\$191,304	\$191,304	
Increase 8 (1/1/23 - 6/30/23)	4,798,151	1.250%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$59,977	\$4,588	\$64,565	\$59,977	\$4,588	\$64,565	\$129,130	\$129,130	
Increase 9 (7/1/23 - 6/30/24)	9,716,257	2.250%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$218,616	\$16,724	\$235,340	\$235,340	\$235,340	\$235,340	
Full Year			\$0	\$44,645	\$101,010	\$158,080	\$215,863	\$274,368	\$60,738	\$854,705	\$333,604	\$393,581	\$55,630	\$782,815	\$612,197	\$46,833	\$659,030	\$2,296,550	\$2,296,550	
Job Rate Adjustments														\$283,640				\$283,640	\$283,640	
One-time Lump Sum Payment (8911)										\$45,832									\$45,832	\$45,832
Tool Allowance (1503)														\$5,500					\$5,500	\$5,500
Safety Shoes (6901)														\$26,200					\$26,200	\$26,200
Total Estimated Cost All Wages			\$0	\$44,645	\$101,010	\$158,080	\$215,863	\$274,368	\$60,738	\$900,537	\$333,604	\$393,581	\$55,630	\$1,098,156	\$612,197	\$46,833	\$659,030	\$2,657,722	\$2,657,722	

Total Fund Balance & Contingency	\$1,998,692
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Stipend Description	FT Employees as of 6/24/2022	Stipend Payment Amount	Total Forecasted Cost
One-time Lump Sum Payment (Non-Pensionable)	131	325.00	42,575.00
COVID Stipend	131	1,500.00	196,500.00
Vaccine Stipend	107	65.00	6,955.00
Total Forecasted Cost			246,030.00

3256.988 45,831.99

April 20 - June 21

2020

Charge COVID Grant

Charge COVID Grant

City of Stamford
 Contribution Model 2022-2023 (effective 7.1.2022)
 IUOE Operating Engineers

1-Jul-22

1-Jul-23

Actives							
	Ees	Cigna Medical	Maxor Rx	Cigna Medical, Maxor Rx	EE Contrib \$	Contrib %	Stamford Cost
OAP 8							
Single	44	\$ 1,139.81	\$ 170.77	\$ 1,310.58	\$ 222.80	17.0%	\$ 1,087.78
Two Person	27	\$ 2,279.61	\$ 341.52	\$ 2,621.13	\$ 445.59	17.0%	\$ 2,175.54
Family	39	\$ 2,849.52	\$ 426.90	\$ 3,276.41	\$ 556.99	17.0%	\$ 2,719.42
	\$4,752						
	110	\$ 2,673,987	\$ 400,605	\$ 3,074,592	\$ 522,681	17.0%	\$ 2,551,912
	\$23,199						83.0%
HDHP							
Single	-	\$ 1,207.73	Included in Medical	\$ 1,207.73	\$ 144.93	12.0%	\$ 1,062.80
Two Person	-	\$ 2,415.45	Included in Medical	\$ 2,415.45	\$ 289.85	12.0%	\$ 2,125.60
Family	1	\$ 3,019.32	Included in Medical	\$ 3,019.32	\$ 362.32	12.0%	\$ 2,657.00
	\$4,348						
	1	\$ 36,232	\$ -	\$ 36,232	\$ 4,348	12.0%	\$ 31,884
	\$31,884						88.0%
Total All Plans	111	\$ 2,710,219	\$ 400,605	\$ 3,110,824	\$ 527,029		\$ 2,583,796
From current							
To Projected:							

Actives						
CT State Partnership Plan						
Ees	Med and Rx Rates	EE Contribution	Ee % of Rate	\$ change	% change	Stamford Cost
44	\$1,125.90	\$ 197.03	17.5%	\$ (25.77)	-12%	\$928.87
27	\$2,416.51	\$ 422.89	17.5%	\$ (22.70)	-5%	\$1,993.62
40	\$2,954.27	\$ 517.00	17.5%	\$ (39.99)	-7%	\$2,437.27
111	\$ 2,795,474	\$ 489,208				\$ 2,306,266
						82.5%
CT State Partnership Plan						
Ees	Med and Rx Rates	EE Contribution	Ee % of Rate	\$ change	% change	Stamford Cost
-	\$1,125.90	\$ 135.11	12.0%	\$ (9.82)	-7%	\$990.79
-	\$2,416.51	\$ 289.98	12.0%	\$ 0.13	0%	\$2,126.53
-	\$2,954.27	\$ 354.51	12.0%	\$ (7.81)	-2%	\$2,599.76
-	\$ -	\$ -				\$ -
111	\$ 2,795,474	\$ 489,208				\$ 2,306,266
		\$ (37,821)				\$ (277,530)
		-7.2%				-10.7%

Actives						
CT State Partnership Plan Med and Rx Rates						
Ees	Plan Med and Rx Rates	EE Contribution	Ee % of Rate	\$ change	% change	Stamford Cost
44	\$1,125.90	\$ 202.66	18.0%	\$ 5.63	-887%	\$923.24
27	\$2,416.51	\$ 434.97	18.0%	\$ 12.08	-2016%	\$1,981.54
40	\$2,954.27	\$ 531.77	18.0%	\$ 14.77	-1430%	\$2,422.50
111	\$ 2,795,474	\$ 503,185				\$ 2,292,289
						82.0%
111	\$ 2,795,474	\$ 503,185				\$ 2,292,289
		\$ 13,977				\$ (13,977)
		0.5%				