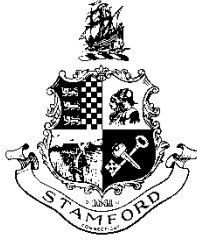


Mayor
CAROLINE SIMMONS



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&
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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 Tentative Agreement with Dental Hygienists

DATE: June 30, 2022

The City recently reached a three-year labor agreement with the Dental Hygienists. The agreement is retroactive to July 1, 2021 and expires 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: Three-year agreement July 1, 2021 – June 30, 2024.

Wages: July 1, 2021	2.25%
July 1, 2022	2.25%
July 1, 2023	2.25%

(GWI Cost analysis attached)

Union Security: Amend contract to be consistent with US Supreme Court Janus Decision.

Education Stipends: Effective July 1, 2022, increase the stipend for a B.A. degree to \$750 from \$600 and a master's degree to \$1,150 from \$750. (No cost impact for existing employees)

COVID Vaccine Stipend: Provide for a \$65 stipend for employees who are fully vaccinated. (Cost \$65*3 emps = \$195).

Holidays: Codify floating holidays with a limit of three such holidays.

Medical Plan: Update language for the State Partnership Plan which was previously agreed to.

Medical Employee Cost Share: Effective July 1, 2022, the employee cost share of premium shall be seventeen and one-half percent (17.5%) and effective July 1, 2023, eighteen percent (18%). **(Cost savings over 2-years \$984.87, see attached).**

Insurance Waiver Stipend: Effective July 1, 2022, the annual waiver payment shall be increased to two thousand seven hundred and fifty dollars (\$2,750) from two thousand dollars (\$2,000). **(No cost impact on existing employees).**



Alfred C. Cava, Director of Human Resources

July 1, 2022

Date

cc: Ana Gonzalez, Labor Relations Specialist

DEN Tentative Agreement Estimated Wage Cost Summary
7/1/2021 - 6/30/2024

<i>DEN Estimated Wages (Includes all wages)</i>	Estimated Wage Basis	% Increase	Contingency				Future Obligation			All Funding Sources
			Increase 1 (7/1/21 - 6/30/22)	Increase 2 (7/1/22 - 6/30/23)	Medicare and FICA (7.65%)	Total Contingency	Increase 3 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Future Obligation	Total Cost All Funding Sources
Increase 1 (7/1/21 - 6/30/22)	277,843	2.250%	\$6,251	\$6,251	\$956	\$13,459	\$6,251	\$478	\$6,730	\$20,189
Increase 2 (7/1/22 - 6/30/23)	284,094	2.250%	\$0	\$6,392	\$489	\$6,881	\$6,392	\$489	\$6,881	\$13,762
Increase 3 (7/1/23 - 6/30/24)	290,486	2.250%	\$0	\$0	\$0	\$0	\$6,536	\$500	\$7,036	\$7,036
			\$6,251	\$12,644	\$1,445	\$20,341	\$19,180	\$1,467	\$20,647	\$40,987

DENTAL HYGIENISTS

STATE PARTNERSHIP PLAN

(based on 7.1.2022 premiums)

	7/1/22 Premium Annualized (Med, Rx, Dental , Vision	Current Cost Share 17%	New Cost Share 17.5% 7/1/22	Variance	New Cost Share 18% from 7/1/23	variance 7/1/22	Total variance	Emps	Total City Savings Over 2 Years
Single	\$14,281.97	\$2,427.93	\$2,499.34	\$71.41	\$2,570.75	\$71.41	\$142.82	0	\$0.00
Single +1	\$30,548.89	\$5,193.31	\$5,346.06	\$152.74	\$5,498.80	\$152.74	\$305.49	2	\$610.98
Family	\$37,388.81	\$6,356.10	\$6,543.04	\$186.94	\$6,729.99	\$186.94	\$373.89	1	\$373.89
								Total	\$984.87