

EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
CITY OF STAMFORD MUNICIPAL NURSES ASSOCIATION  
38 Full-time

The City and the Nurses Association reached a three-year agreement covering the period July 1, 2023 through June 30, 2026. One of the main issues in negotiations was to improve on the City's competitiveness in recruiting and retaining public health nurses. To that end, in the first year of the contract we restructured the salary schedule eliminating the first step and creating a new top step. The restructuring of the salary schedule was in lieu of a general wage increase in the first year. A copy of the new salary schedule is attached as well as a Fairfield County survey of comparable salaries for unionized nurses, and by all school nurses, both union and nonunion.

1. Wages      7/1/2023   revised salary schedule (no GWI)  
                 7/1/2024   2.5%  
                 7/1/2025   2.75%  
                 **(cost see attached)**
  
2. Hours of Work: Improved language to clarify workday requirements. Included language to confirm long-standing practice of compensating nurses who accompany students on the school bus outside of the normal school day. **(no increase in cost)**
  
3. Provided for language implementing a five-day payroll lag to begin the process of moving from a current to an arrears payroll.
  
4. Added language amending tuition reimbursement to only reimburse 50% at time of completing the course and the remaining 50% twelve months following the initial reimbursement payment.
  
5. Broadened and increased the 2<sup>nd</sup> language to \$50 per month from \$25 and added Ukrainian and Haitian Creole. **(2 nurses certified +\$25 = \$600, add 3 nurses = \$1,800 total cost inc. = \$2,400)**
  
6. Provided for a non-pensionable \$5,000 stipend to a nurse designated by the Director as a "Special Education Nurse" **(two designated nurses - cost \$10,000).**
  
7. Provided for a per diem non-pensionable stipend of \$40 for each day that a nurse is directed and performs training orientation to a new nurse in the electronic medical records system **(cost 7 nurses \* 7 days \*\$40 = \$1,960).**
  
8. Sick Leave Bank – language modified to be consistent with the usage capping days donated to the bank at 20 days per nurse.

9. Defined Benefit Plan – Increased city match to 4% from 3% (**FY 23/24 \$23,507, FY 24/25 \$24,095, FY 25/26 \$ 24,757; total 3 year cost \$72,360**)
10. Employee Medical Contributions – Increased employee cost share by one percent each year of the agreement 2023 – 18%, 2024 - 19% and 2025 – 20% (**FY 23/24 \$8,763, FY 24/25 \$17,527, FY 25/26 \$26,290; total 3-year savings \$52,581**).
11. Increased payment for waiving medical insurance to \$2,250 from \$1,000 (**cost inc. \$11,250 – 9 nurses waive insurance**).
12. Added a new Article for implementing performance reviews during the term of the agreement.

**City of Stamford Municipal Nurses Association  
Tentative Agreement Estimated Wage cost Summary**

*Estimated Retro Wages*

	Estimated Wage Basis % Increase		Contingency			Future Obligation				Grand Total
			Increase 1 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Contingency	Increase 2 (7/1/24 - 6/30/25)	Increase 3 (7/1/25 - 6/30/26)	Medicare and FICA (7.65%)	Total Future Obligation	
<b>Increase 1 (7/1/23 - 6/30/24)</b> <i>Step Progression Adjustment</i>	2,936,463	4.500%	\$132,141	\$10,109	\$142,250	\$132,141	\$132,141	\$20,218	\$284,499	\$426,749
<b>Increase 2 (7/1/24 - 6/30/25)</b>	3,068,603	2.500%	\$0	\$0	\$0	\$76,715	\$76,715	\$11,737	\$165,168	\$165,168
<b>Increase 3 (7/1/25 - 6/30/26)</b>	3,145,319	2.750%	\$0	\$0	\$0	\$0	\$86,496	\$6,617	\$93,113	\$93,113
<b>Totals</b>			<b>\$132,141</b>	<b>\$10,109</b>	<b>\$142,250</b>	<b>\$208,856</b>	<b>\$295,352</b>	<b>\$38,572</b>	<b>\$542,780</b>	<b>\$685,030</b>

One Step Proposal

July 1, 2023

July 1, 2024

July 1, 2025

	<b>DF Job Step Level</b>
Public Health Nurse 1 Public Health Nurse 1 Bilingual (35 hrs/wk and 42 Weeks/Yr) Grade: M01	NU0101
	NU0102
	NU0103
	NU0104
	NU0105
	NU0106
	NU0107
	NU0108

No GWI Additional Step

102.50%

102.75%

n/a	n/a	n/a	n/a	n/a	n/a
\$37.5227	\$55,946.35	38.46077	\$57,345.00	\$39.5184	\$58,921.99
\$39.2116	\$58,464.50	40.19189	\$59,926.11	\$41.2972	\$61,574.08
\$40.9753	\$61,094.17	41.99968	\$62,621.53	\$43.1547	\$64,343.62
\$42.8205	\$63,845.37	43.89101	\$65,441.50	\$45.0980	\$67,241.14
\$44.7471	\$66,717.93	45.86578	\$68,385.87	\$47.1271	\$70,266.49
\$46.7599	\$69,719.01	47.9289	\$71,461.99	\$49.2469	\$73,427.19
\$48.8652	\$72,858.01	50.08683	\$74,679.46	\$51.4642	\$76,733.15
\$51.0641	\$76,136.62	52.34074	\$78,040.04	\$53.7801	\$80,186.14

	<b>DF Job Step Level</b>
Public Health Nurse 1 Public Health Nurse 1 Bilingual (35 hrs/wk and 52 Weeks/Yr) Grade: O01	NU0101
	NU0102
	NU0103
	NU0104
	NU0105
	NU0106
	NU0107
	NU0108

No GWI Additional Step

102.50%

102.75%

n/a	n/a	n/a	n/a	n/a	n/a
\$37.5227	\$68,291.31	\$38.4608	\$69,998.60	\$39.5184	\$71,923.56
\$39.2116	\$71,365.11	\$40.1919	\$73,149.24	\$41.2972	\$75,160.84
\$40.9753	\$74,575.05	\$41.9997	\$76,439.42	\$43.1547	\$78,541.51
\$42.8205	\$77,933.31	\$43.8910	\$79,881.64	\$45.0980	\$82,078.39
\$44.7471	\$81,439.72	\$45.8658	\$83,475.72	\$47.1271	\$85,771.30
\$46.7599	\$85,103.02	\$47.9289	\$87,230.59	\$49.2469	\$89,629.43
\$48.8652	\$88,934.66	\$50.0868	\$91,158.03	\$51.4642	\$93,664.88
\$51.0641	\$92,936.72	\$52.3407	\$95,260.14	\$53.7801	\$97,879.80

\* 35.5 Hours/week is used to account for the three additional days at the beginning of the year.

PUBLIC HEALTH NURSE  
2022-23

		<u>Minimum</u>
Norwalk	(Public Health Nurse)	\$81,502/82,399
Greenwich	(Public Health Nurse II)	77,522
Greenwich	(Public Health Nurse I)	73,441
<b>Stamford</b>	<b>(Public Health Nurse I)</b>	<b>64,545/65,352</b>
Bridgeport	(Public Health Nurse I)	Neg/19 (62,834)
Fairfield	(Public Health Nurse)	53,934

PUBLIC HEALTH NURSE  
2022-23

		<u>Maximum</u>
Norwalk	(Public Health Nurse)	\$99,045/100,134
Greenwich	(Public Health Nurse II)	98,943
Greenwich	(Public Health Nurse I)	93,736
<b>Stamford</b>	<b>(Public Health Nurse I)</b>	<b>87,837/88,935</b>
Bridgeport	(Public Health Nurse I)	Neg/19 (69,203)
Fairfield	(Public Health Nurse)	64,846

A “/” indicates a split increase in July/January.

“Neg/xx” indicates that the Board is currently in negotiations for this year; the rate in parentheses represents the rate in effect on June 30 of the year indicated.

PUBLIC HEALTH NURSE  
2023-24

		<u>Minimum</u>
Norwalk	(Public Health Nurse)	\$83,429/84,347
Greenwich	(Public Health Nurse II)	79,305
Greenwich	(Public Health Nurse I)	75,130
<b>Stamford</b>	<b>(Public Health Nurse I)</b>	<b>Neg/23 (65,352)</b>
Bridgeport	(Public Health Nurse I)	Neg/19 (62,834)
Fairfield	(Public Health Nurse)	55,282

PUBLIC HEALTH NURSE  
2023-24

		<u>Maximum</u>
Norwalk	(Public Health Nurse)	\$101,386/102,501
Greenwich	(Public Health Nurse II)	101,219
Greenwich	(Public Health Nurse I)	95,892
<b>Stamford</b>	<b>(Public Health Nurse I)</b>	<b>Neg/23 (88,935)</b>
Bridgeport	(Public Health Nurse I)	Neg/19 (69,203)
Fairfield	(Public Health Nurse)	66,467

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SCHOOL NURSE  
2022-23

	<u>Minimum</u>
Darien	\$72,333
Greenwich (Senior)	69,322
Greenwich	65,673
Norwalk	62,794
Westport	61,652
Ridgefield	61,048
Newtown	59,896
Monroe	59,468
Bridgeport	Neg/19 (57,490)
Weston	56,884
Fairfield	53,934
<b>Stamford</b>	<b>52,877/53,538</b>
Danbury	51,258
Stratford	48,596
Shelton	Neg/20 (47,695)
Brookfield	47,283
Sherman	40,932
Redding	40,738
Easton	37,630
Region 9	31,437
Bethel	Set by Board
Wilton	Contracted out
New Canaan	Non-union
Trumbull	Non-union
New Fairfield	Not applicable **

\*\* Nurses are certified teachers.

“Neg/xx” indicates that the Board is currently in negotiations for this year; the rate in parentheses represents the rate in effect on June 30 of the year indicated.

SCHOOL NURSE  
2022-23

	<u>Maximum</u>
Greenwich (Senior)	\$88,478
Greenwich	83,823
Norwalk	82,629
Westport	75,703
Newtown	75,038
Darien	73,474
<b>Stamford</b>	<b>71,958/72,858</b>
Stratford	71,139
Danbury	65,888
Fairfield	63,799
Region 9	63,554
Monroe	63,484
Bridgeport	Neg/19 (63,296)
Shelton	Neg/20 (62,587)
Bethel	62,159
Redding	61,951
Ridgefield	61,048
Brookfield	58,150
Weston	56,884
Easton	53,379
Sherman	40,932
Wilton	Contracted out
New Canaan	Non-union
Trumbull	Non-union
New Fairfield	Not applicable **

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SCHOOL NURSE  
2023-24

	<u>Minimum</u>
Darien	Neg/23 (\$72,333)
Greenwich (Senior)	70,917
Greenwich	67,183
Norwalk	64,364
Westport	62,885
Ridgefield	Neg/23 (61,048)
Monroe	60,955
Newtown	60,795
Bridgeport	Neg/19 (57,490)
Weston	Neg/23 (56,884)
Fairfield	55,282
<b>Stamford</b>	<b>Neg/23 (53,538)</b>
Danbury	52,539
Stratford	49,568
Brookfield	48,463
Shelton	Neg/20 (47,695)
Sherman	42,053
Redding	Neg/23 (40,738)
Easton	38,479
Region 9	Neg/23 (31,437)
Bethel	Set by Board
Wilton	Contracted out
New Canaan	Non-union
Trumbull	Non-union
New Fairfield	Not applicable **

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SCHOOL NURSE  
2023-24

	<u>Maximum</u>
Greenwich (Senior)	\$90,513
Greenwich	85,750
Norwalk	84,695
Westport	77,217
Newtown	76,538
Darien	Neg/23 (73,474)
<b>Stamford</b>	<b>Neg/23 (72,858)</b>
Stratford	72,561
Danbury	67,535
Fairfield	65,394
Monroe	65,071
Bethel	63,558
Region 9	Neg/23 (63,554)
Bridgeport	Neg/19 (63,296)
Shelton	Neg/20 (62,587)
Redding	Neg/23 (61,951)
Ridgefield	Neg/23 (61,048)
Brookfield	59,604
Weston	Neg/23 (56,884)
Easton	54,582
Sherman	42,053
Wilton	Contracted out
New Canaan	Non-union
Trumbull	Non-union
New Fairfield	Not applicable **

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