

**MAYOR
CAROLINE SIMMONS**

**RICHARD FREEDMAN
CHAIRMAN
MARY LOU T. RINALDI
VICE CHAIR
GEOFF ALSWANGER
LAURA BURWICK
DENNIS MAHONEY
J.R. MCMULLEN**

**TEL: (203) 977-4699
FAX: (203) 977-5030**

BOARD OF FINANCE

STAMFORD GOVERNMENT CENTER
888 WASHINGTON BOULEVARD
P.O. BOX 10152
STAMFORD, CONNECTICUT 06904-2152

BOARD OF FINANCE SPECIAL MEETING

Pursuant to Sec. 6-20-2 of the City of Stamford Charter, Chair Richard Freedman and Vice-Chair Mary Lou Rinaldi called a special meeting of the Board of Finance on:

**Wednesday, November 15, 2023
Time: 2:00 p.m.
Via ZOOM**

MINUTES

CALL TO ORDER: Chair, Richard Freedman, called the meeting to order at 2:01 p.m.
(Video 00:00:13)

MEMBERS PRESENT: Chair, Richard Freedman; Vice Chair; Mary Lou Rinaldi; Members: Geoff Alswanger, Laura Burwick, Dennis Mahoney, and J.R. McMullen.

OTHERS PRESENT: Al Cava, Paula Russell, Ben Barnes, Elda Sinani, Gabe Jiran, Tim Shaw, Scott Duckworth, Thomas Turk, Dan Colleluori, Ana Gonzalez, Bill Maguire, Tyler Theder and Kevin Murray.

PUBLIC PARTICIPATION: There was none.

1. REQUEST FOR AN ADVISORY OPINION ON THE AGREEMENT BETWEEN THE CITY OF STAMFORD AND THE STAMFORD MUNICIPAL SUPERVISORY EMPLOYEES' UNION, LOCAL #2657 OF COUNCIL #4, AFSCME, AFL-CIO (MAA) (Video 00:00:54)

The City of Stamford and the Stamford Municipal Supervisory Employees' Union reached a three -year successor agreement to the agreement that expired on June 30, 2023. The parties commenced negotiations on April 14, 2023, held nine formal and several off the record bargaining sessions in reaching this three-year agreement. There are 128 employees in the bargaining unit.

A summary of the major terms of the agreement and associated cost are highlighted below:

- **Term:** July 1, 2023 – June 30, 2026.
- **Wages:** July 1, 2023 -- 3.0%, July 1, 2024, 3.0% plus a one-time non-pensionable payment of \$325.00, July 1, 2025, 3.0% -- (see cost analysis for general wage increase; one-time payment cost \$41,925)
- **Defined Contribution Plan (457/401-a):** Increase the City's matching contribution by 0.5% to a maximum of 6% effective July 1, 2023 (FY23/24 , F24/25 & FY 24/25 three-year cost \$121,986).
- **CERF:** A CERF participating employee promoted into this bargaining unit shall receive the same pension multiplier as other bargaining unit employees for each year of credited service in the bargaining unit rather than the multiplier from the prior bargaining unit from which promoted (see Milliman report).
- **Medical Insurance:** Effective July 1, 2024, an increase of 0.5% to 18% and effective July 1, 2025, an increase of 0.5% to 18.5%. (FY24-25 & FY 25-26 two-year cost savings \$50,128).

Action Requested:	Issuance of Advisory Opinion
Submitted by:	Al Cava, Director of Human Resources
Attending:	Al Cava

Several Board Members expressed concerns about this contract.

Ms. Rinaldi stressed the need to be sensitive to the costs this coming year and in future years as well. She pointed out the generosity of this contract and suggested determining what the City can realistically afford and “drilling down” the numbers to match that amount.

Ms. Burwick agreed that the contract is very generous as it provides health insurance with a low employee contribution in addition to the 3% annual wage increases.

Mr. Alswanger acknowledged his respect for the unions and workers that assist to run the City, but expressed concern there will be fiscal challenges in the coming years as residents continue to be challenged to afford the property taxes in Stamford. He does not support locking into the three year period of this contract.

Mr. Mahoney stated that he worries that the City is not adequately representing its constituents in these contract negotiations. He urged the City to go back and refocus on these contracts from the perspective of a taxpayer who is struggling to pay their taxes, and in some cases, their living expenses.

Motion to provide a NEGATIVE ADVISORY OPINION by Richard Freedman, seconded by Mary Lou Rinaldi. The vote passed unanimously, 6-0-0.

2. REQUEST FOR ADDITIONAL APPROPRIATION – FY23/24 – MAA WAGE INCREASE

This is a request to appropriate funds from contingency to pay increased obligations for FY23/24 per the proposed contract settlement. (Video 00:11:37)

Action Requested:	Approval of Appropriation
Amount:	\$540,606
Fund/Budget:	Contingency
Submitted by:	Al Cava, Director of Human Resources
Attending:	Al Cava

Motion to DENY by Richard Freedman, seconded by Dennis Mahoney. The vote to DENY passed unanimously, 6-0-0.

3. REQUEST FOR AN ADVISORY OPINION ON THE AGREEMENT BETWEEN THE CITY OF STAMFORD AND THE STAMFORD POLICE ASSOCIATION (Video 00:12:34)

The City of Stamford and the Stamford Police Association reached a four-year successor agreement to the agreement that expired on June 30, 2022. The parties commenced negotiations in April 2022, and with the assistance of a mediator reached this four-year agreement. We believe that this was a fair outcome considering the terms negotiated in this four-year agreement.

- **Term:** July 1, 2022 – June 30, 2026.

- **Wages:** July 1, 2022, 2.85%, July 1, 2023, 3.175%, July 1, 2024, 3.175 % and July 1, 2025, 3.175%.
(see attached cost analysis)

- **Employee Medical Cost Share:** Effective January 1, 2024, an increase of ½ % to 13.5%, effective July 1, 2024, an increase of ½ % to 14% and effective January 1, 2026, an increase of ½ % to 14.5%.
(-\$97,322 over term of contract).

- **Retiree Medical:** Limit a retirees' ability to opt in and opt out of medical occasion to one time.
Currently there is no limitation.

- **Compensatory time:** Place a maximum on an officer's ability to earn compensatory time to 240 hours in a fiscal year. Currently, officers can earn and use well beyond 240 hours.

Action Requested:	Issuance of Advisory Opinion
Submitted by:	Al Cava, Director of Human Resources
Attending:	Al Cava

Mr. Freedman alerted the Board to the two new documents that have been received since reviewing this item originally at the November 9, 2023, BOF Regular Monthly Meeting. These documents provide more information and analysis in Workers Compensation and the addition of COLA.

Ms. Rinaldi stated that she appreciated the efforts to get a handle on the disability pensions, she disagrees that the trade-off should be a COLA, and pointed out that no union in the City has a COLA, but might pursue a COLA in the future based on this contract

Mr. Alswanger expressed concern about the lack of collaboration with the City Administration in creating these contracts. He suggested more collaboration going forward as there is a shared interest in achieving the best outcomes for the City, it's workforce, and our residents.

Motion to provide a NEGATIVE ADVISORY OPINION by Richard Freedman, seconded by J.R. McMullen. The vote passed unanimously, 6-0-0.

4. REQUEST FOR ADDITIONAL APPROPRIATION – FY22/23 – STAMFORD POLICE WAGE RETRO PAYOUT (Video 00:41:19)

This is a request to appropriate funds to pay the Stamford Police retro wage increase obligations for FY22/23 per the recent contract settlement.

Action Requested:	Approval of Appropriation
Amount:	\$1,047,321
Fund/Budget:	Fund Balance
Submitted by:	Al Cava, Director of Human Resources
Attending:	Al Cava

Motion to DENY items #4 and #5 by Richard Freedman, seconded by Dennis Mahoney. The vote to DENY passed unanimously, 6-0-0.

5. REQUEST FOR ADDITIONAL APPROPRIATION – FY23/2 – STAMFORD POLICE WAGE INCREASE

This is a request to appropriate funds from contingency to pay increased obligations for FY23/24 per the recent contract settlement.

Action Requested:	Approval of Appropriation
Amount:	\$2,203,914
Fund/Budget:	Contingency
Submitted by:	Al Cava, Director of Human Resources
Attending:	Al Cava

******see item #4, as items #4 and #5 were considered together.******

ADJOURNMENT: (Video 00:41:52)

Motion to adjourn by Geoff Alswanger, seconded by Mary Lou Rinaldi. The meeting was adjourned at 2:43 p.m.

[This meeting is on video.](#)

Tracy Donoghue
Tracy Donoghue
Clerk of the Board