

CITY OF STAMFORD – HUMAN RESOURCES DIVISION
INTEROFFICE MEMORANDUM

TO: BOARD OF REPRESENTATIVES
FROM: WILLIAM C. STOVER, DIRECTOR OF HUMAN RESOURCES 
SUBJECT: Stamford BOE Employees Association (Custodian/Maintenance)
PROPOSED TENTATIVE AGREEMENT
CC: DANNEL P. MALLOY, MAYOR
DATE: 07/30/2002

The following represents an executive summary of the proposed tentative agreement reached with the Stamford BOE Employees Association, the union representing BOE custodian and maintenance employees.

1. **WAGES:** **02/03:** 0% wage increase; **03/04:** 3.875% wage increase; and **04/05:** 3.875% wage increase. In exchange for the wage freeze in FY 2002/03, the BOE has given the Association a two (2) year no lay-off agreement, expiring on June 30, 2004.
2. **HEALTH CARE PLAN:**
 - a. Effective upon the execution, employees will contribute 5% of the cost of health, prescription, dental and vision. Effective January 1, 2004, the amount increases to 7.5%.
 - b. The lifetime maximum on orthodontic coverage was increase by \$500.
 - c. The vision benefit grid was increased by approximately 25% at each level.
 - d. The City will now provide same sex domestic partner benefits for eligible employees.
 - e. Employees who waive out of the insurance plan will receive an annual payment of One Thousand Dollars (\$1,000.00), an increase of \$250.00 per year.
3. **PENSION:** The proposed agreement makes the following pension modifications:
 - a. Permit eligible employees to trade-in sick/vacation leave time, in lieu of a cash pay-out, for pension credit in the amount of twenty (25) days equals one percent (1.5%), up to a maximum of one hundred fifty (150) days, and seven and one-half percent (7.5%).
5. **OTHER LANGUAGE CHANGES:**
 - a. Reduced the salary continuation provision for workers compensation from one (1) year to six (6) months.
 - b. Created a "swing shift" in the schools with a starting time of 11:00 a.m. with the ability to stagger the start time one hour each way.
 - c. Created a second shift for maintenance tradesworkers from 2:00 p.m. – 10:00 p.m.

- d. The BOE will have the right to stagger starting and finishing times for custodians two (2) hours each way from the normal starting time.
- e. Created a new classification of *Stadium Crew* at same pay grade as custodian (this used to be an assignment of a custodian).
- f. Increased the tool allowance paid to tradesworkers from \$160 per year to \$200 per year.
- g. Modified existing language so that employees who work out of classification will receive out of class pay beginning after one (1) day.
- h. Effective FY 2003/04, the BOE will provide members of the bargaining unit with a pair of work boots annually, in the same manner as City Operation's employees.
- i. The BOE will reimburse employees in the trades classifications the cost of their annual license fees.

Should you have any questions with respect to the proposed tentative agreement, or need any additional information, please do not hesitate to contact me.