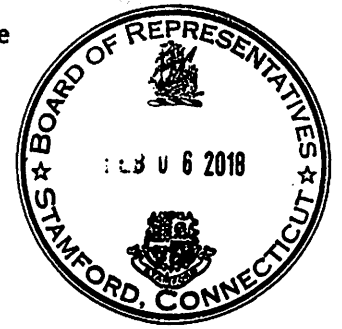


F30.042

**Request for Additional Appropriation  
Operating Budget  
FY 2017/2018**

TO: Members of the Board of Finance and The Board of Representative  
 FROM: David R. Martin, Mayor  
 DATE: 9/7/2017  
 PURPOSE: HIRING OF SEASONALS TO FULL TIME CUSTODIANS  
 DEPT: 2129 - Leased Facilities & 2135 - Maint.  
 REQUEST AMOUNT: \$86,842.00  
 FUNDING SOURCE: Contingency



**Part A - Description of Request**

The reason for this additional appropriation request is due to a Settlement Agreement dated 5/30/2017 wherein certain Seasonal custodian positions were upgraded to Full-Time.

4 custodians, annual salary of \$47,681.99 \* 4 = \$190,727.94

\$190,727.94 less a \$136,000 transfer from Facilities seasonal (014/2129/1203) = \$54,727.94 (rounded to \$54,728) plus \$500 clothing allowance = \$55,228

2 custodians, annual salary of \$47,681.99 \* 2 = \$95,363.98

\$95,363.98 less a \$64,000 transfer from Maintenance seasonal (014/2135/1203) = \$31,363.98 (rounded to \$31,364) plus \$250 clothing allowance = \$31,614

**Part B - Computative Narrative**

**Part C - Account Information**

Ref #	Prior Year's Expenditure	Department Request	Approved by Mayor	Approved by BOF	Approved by BOR	Revised Budget	Balance In Account	Projected Exp	Requested Amount
01421291100	0	0	0	0	0	0	-29,343	54,728	54,728.00
01421291501	0	0	0	0	0	0	-500	500	500.00
01421351100	847,655	841,368	841,368	841,368	841,368	841,368	703,951	872,732	31,364.00
01421351501	1,375	1,375	1,375	1,375	1,375	1,375	0	1,625	250.00
								<b>Total</b>	<b>\$86,842.00</b>
								<b>Tax Impact</b>	<b>0.000004</b>

**Part D - Approvals**

Ernie Orgera, Department Head/Director 	Date 9/8/2017	Michael Handler, Director of Administration 	Date 9/20/17
OPM Director/OPM Asst Director 	Date 9/20/17	David R. Martin, Mayor 	Date 9/20/17

**CITY OF STAMFORD**

**AND**

**UAW LOCAL 2377**

:  
: **UAW CASE NO. 032817**  
: **CITY CASE NO. 05-2017**  
: **SEASONAL CUSTODIANS**  
:  
:  
: **MAY 30, 2017**

**SETTLEMENT AGREEMENT**

This Settlement Agreement (hereinafter "Agreement") is made between the City of Stamford (hereinafter "City") and UAW Local 2377 (hereinafter "Union").

**WHEREAS**, The City is an employer as defined in the Municipal Employees Relations Act ("MERA");

**WHEREAS**, The UAW Local 2377 ("Union") is the sole and exclusive bargaining unit representative for individuals in the classification of Custodian;

**WHEREAS**, The City hired a number of individuals as seasonal employees to perform custodial duties at the South End Community Center and the Facilities Department( City Garage, Vehicle Maintenance, Solid Waste and the Police Department);

**WHEREAS**, The seasonal employees had previously performed seasonal work and currently have been employed for more than 120 consecutive days ( Julio Alvarado, Edwin Peart and Dwight DePina, Anthony Aveni, Fausto Lantigua and Ryan Fox);

**WHEREAS**, Connecticut General Statute 7-467(3) provides that seasonal basis means working for a period of not more than 120 calendar days in a calendar year (120 consecutive days starting on date of hire);

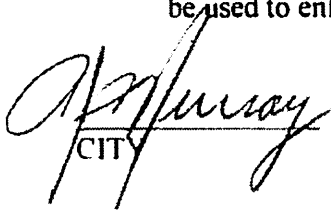
**WHEREAS**, Article I, section B. (1) of the Collective Bargaining Agreement provides that seasonal employees are hired only to perform work during a particular season or program. At the end of the statutory period the employment will end and they will not be rehired in the same calendar year; and

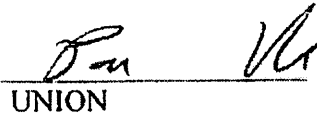
**WHEREAS**, The parties wish to settle the issue without having to resort to litigation.

**NOW, THEREFORE**, the parties agree to the following:

1. The City shall recognize the six (6) seasonal employees identified above as members of the UAW bargaining unit in the classification of custodian.
2. In the event of a layoff only, the seniority of the seasonal employees shall be based on their original date of hire with the City. (Fausto Lantigua-4/7/1997, Anthony Aveni-1/30/2012, Dwight DePina-8/24/2013, Julio Alvarado-5/19/2014, Edwin Peart-5/27/2014, Ryan Fox-6/27/2016.)

3. The hours of 8am-4pm, 10am-6pm and 1pm-9pm worked by three of the custodians at the South End Community Center apply only to that facility. The regular hours for custodians working in the Facilities Management Division shall continue to be 7am-3pm.
4. The job duties of Dwight DePina include providing security at the front desk of the South End Community Center. The Union does not claim these duties as bargaining unit work.
5. If the City elects to contract out the custodial work at the South End Community Center, the custodians assigned to the facility shall be moved to another location.
6. The Union withdraws the grievance.
7. This Agreement is entered into without precedent or prejudice to either party and shall only be used to enforce the terms of this Agreement.

  
CITY

  
UNION

Department	Name	Clock	Job Code	Title	Union Code			Scheduled		
					Descriptor	Pay Grade	Pay Step	Hours	Hourly Rate	Annual Rate
2129 CTE	Alvarado, Julio	24079	C179	C Custodian (UAW) C179	UAW	UA07	UAV0701	37.5	\$24.45	\$47,681.99
2129 CTE	Depina, Dwight D	23973	C179	C Custodian (UAW) C179	UAW	UA07	UAV0701	37.5	\$24.45	\$47,681.99
2129 CTE	Fox, Ryan	24853	C179	C Custodian (UAW) C179	UAW	UA07	UAV0701	37.5	\$24.45	\$47,681.99
2129 CTE	Pearl, Edwin	24081	C179	C Custodian (UAW) C179	UAW	UA07	UAV0701	37.5	\$24.45	\$47,681.99
2135	Aveni, Anthony	23427	C179	C Custodian (UAW) C179	UAW	UA07	UAV0701	37.5	\$24.45	\$47,681.99
2135	Lantigua, Fausto M.	08904	C179	C Custodian (UAW) C179	UAW	UA07	UAV0701	37.5	\$24.45	\$47,681.99

	Total Full-Time Salary	\$286,091.94
	plus clothing allowance (\$125 per person x 6 custodians)	<u>\$750.00</u>
	subtotal	\$286,841.94
	less BOF Transfer from Seasonal	<u>(\$200,000.00)</u>
	ADDITIONAL APPROPRIATION	\$86,841.94