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## BOARD OF FINANCE

STAMFORD GOVERNMENT CENTER  
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STAMFORD, CONNECTICUT 06904-2152

## NOTICE OF 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 call a special meeting of the Board of Finance on:*

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

**Place:** This meeting will be held remotely and can be accessed by computer, tablet or smartphone at <https://us02web.zoom.us/j/83524319712> or by telephone at 1-646-558-8656 – Meeting ID: 835 2431 9712

## AGENDA

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)  
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)

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- **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).

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

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.

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

3. REQUEST FOR AN ADVISORY OPINION ON THE AGREEMENT BETWEEN THE CITY OF STAMFORD AND THE STAMFORD POLICE ASSOCIATION

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.

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

4. REQUEST FOR ADDITIONAL APPROPRIATION – FY22/23 – STAMFORD POLICE WAGE RETRO PAYOUT

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

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

5. REQUEST FOR ADDITIONAL APPROPRIATION – FY23/24 – 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.

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

Anyone requiring an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in this meeting should contact the ADA Coordinator as soon as possible:  
Carmen Hughes, Diversity, Equity and Inclusion Officer, City of Stamford,  
888 Washington Boulevard, Stamford, CT 06901 (203) 977-7993.

*Tracy Donoghue*  
**Tracy Donoghue**  
**Clerk of the Board**