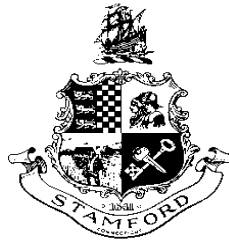


MAYOR  
CAROLINE SIMMONS



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TO: Members, Board of Finance  
Members, Personnel Committee, Board of Representatives

FROM: Dr. Paula Russell, Director of Human Resources

CC: Ana Gonzalez, Labor Relations Specialist

DATE: September 25, 2024

SUBJECT: Summary of Tentative Agreement with Dental Hygienists

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The City recently reached a three-year labor agreement with the Dental Hygienists. The agreement is retroactive to July 1, 2024 and expires June 30, 2027. The tentative agreement is being presented to the Board of Finance for an advisory opinion and to the Board of Representatives for its approval.

The following is a summary of the significant features of the settlement and associated cost/savings analysis:

<b>Term</b>	Three-year agreement July 1, 2024 – June 30, 2027
<b>Wages</b> <i>(GWI Cost analysis attached)</i>	July 1, 2024 – 2.5% (retro) July 1, 2025 – 2.5% July 1, 2026 – 2.5%
<b>Employee Cost Share Increase For Insurance Premiums For Medical Dental And Vision</b>	July 1, 2024 – 0.00% July 1, 2025 – 0.50% July 1, 2026 – 0.50%
<b>New Provision – Performance Reviews</b>	The City may implement performance reviews during the term of this agreement. Prior to implementation the City will review the performance review document with the Association and negotiate any impact on terms and conditions of employment.

~continued on next page~

**Medical Employee Cost Share:** Effective July 1, 2024, the employee cost share of premium will remain eighteen percent (18%), effective July 1, 2025, eighteen and one-half percent (18.5%), and effective July 1, 2026, nineteen percent (19%). **(Cost savings over 2-years \$1,850.63, see attached).**



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Dr. Paula Russell, Director of Human Resources

9/25/2024

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Date

**Dental Hygienist Tentative Agreement Estimated Wage Cost Summary**  
**7/1/2024 - 6/30/2027**

<i>DEN Estimated Retro Wages (Includes all wages)</i>	Estimated Wage Basis	% Increase	Contingency			Future Obligation				All Funding Sources
			Increase 1 (7/1/24 - 6/30/25)	Medicare and FICA (7.65%)	Total Contingency	Increase 2 (7/1/25 - 6/30/26)	Increase 3 (7/1/26 - 6/30/27)	Medicare and FICA (7.65%)	Total Future Obligation	Grand Total
<b>Increase 1 (7/1/24 - 6/30/25)</b>	242,092	2.500%	\$6,052	\$463	\$6,515	\$6,052	\$6,052	\$926	\$13,031	\$19,546
<b>Increase 2 (7/1/25 - 6/30/26)</b>	248,145	2.500%	\$0	\$0	\$0	\$6,204	\$6,204	\$949	\$13,356	\$13,356
<b>Increase 3 (7/1/26 - 6/30/27)</b>	254,348	2.500%	\$0	\$0	\$0	\$0	\$6,359	\$486	\$6,845	\$6,845
			<b>\$6,052</b>	<b>\$463</b>	<b>\$6,515</b>	<b>\$12,256</b>	<b>\$18,615</b>	<b>\$2,362</b>	<b>\$33,232</b>	<b>\$39,747</b>

**Dental Hygienist Tentative Agreement  
Increase in Cost Share Savings**

<b>FY 2025/2026 Forecasted Savings</b>						
<b>Coverage Level</b>	<b>07/01/2024 Annualized Premium (Med, Rx, Dental, Vision)</b>	<b>Current Cost Share 18%</b>	<b>FY25/26 New Cost Share 18.5%</b>	<b>FY25/26 Premium Increase</b>	<b>Current EE Count</b>	<b>FY25/26 Total Forecasted Additional Premium (Savings)</b>
Employee	\$15,798.21	\$2,843.68	\$2,922.67	\$78.99	1	\$78.99
Employee + 1	\$33,392.92	\$6,010.73	\$6,177.69	\$166.96	2	\$333.93
Family	\$40,791.07	\$7,342.39	\$7,546.35	\$203.96	1	\$203.96
						<b>\$616.88</b>

<b>FY 2026/2027 Forecasted Savings</b>						
<b>Coverage Level</b>	<b>07/01/2024 Annualized Premium (Med, Rx, Dental, Vision)</b>	<b>Current Cost Share 18%</b>	<b>FY26/27 New Cost Share 19.00%</b>	<b>FY26/27 Premium Increase</b>	<b>Current EE Count</b>	<b>FY26/27 Total Forecasted Additional Premium (Savings)</b>
Employee	\$15,798.21	\$2,843.68	\$3,001.66	\$157.98	1	\$157.98
Employee + 1	\$33,392.92	\$6,010.73	\$6,344.66	\$333.93	2	\$667.86
Family	\$40,791.07	\$7,342.39	\$7,750.30	\$407.91	1	\$407.91
				\$899.82		
						<b>\$1,233.75</b>

**Total Forecasted Savings Over 2 Year Period** **\$1,850.63**