

Town of Greenwich and the Greenwich Municipal Employees Association July 1, 2023 to June 30, 2026 Tentative Contract Agreement

Greenwich Municipal Employees Association (“GMEA”) and the Town of Greenwich (“Town”) herein agree to the following amendments to their current Collective Bargaining Agreement subject to membership and municipal approvals. The new Agreement shall be drafted following said approvals and shall be effective from July 1, 2023 to June 30, 2026.

Except as indicated herein the existing terms of the Collective Bargaining Agreement shall remain in full force and effect.

ARTICLE 4.C:

With the following exceptions, all permanent full-time and permanent part-time employees shall receive all benefits provided by the Agreement for which they are eligible. Notwithstanding the foregoing, permanent part-time employees shall not receive the benefits described in the following Articles of the Agreement: Article 5 (D), Article 6 (D), Article 8 (A), ~~(B) [shift differential]~~, (C), (E), Article 11 (B), Article 14, ~~Article 16 (E) [Auto expense reimbursement]~~, Article 17 with the exception of subsection (C) (2) (which defines benefits available to permanent part-time employees), Article 18 (A), Article 20, Article 21 and Article 22.

ARTICLE 5

A. Permanent full-time and permanent part-time employees shall be compensated in accordance with the following wage schedules.

1. Permanent full-time employees who are: i) not employed as Public Safety Dispatch Telecommunicator, Leads, ii) not employed as Public Safety Dispatch Telecommunicators, and iii) not assigned to the Food Service Division of the Board of Education and who begin employment for the Town on or before June 1, 2024 shall be paid at the appropriate rate per year as specified in **Appendix C**.

2. Permanent full-time employees who are: i) not employed as Public Safety Dispatch Telecommunicator, Leads, ii) not employed as Public Safety Dispatch Telecommunicators, and iii) not assigned to the Food Service Division of the Board of Education and who begin employment for the Town on or after June 1, 2024 shall be paid at the appropriate rate per year as specified in **Appendix D**.

3. Permanent full-time employees who are employed as Public Safety Dispatch Telecommunicator, Leads, or as Public Safety Dispatch Telecommunicators, shall be paid at the appropriate rate per year as specified in **Appendix E**.

4. Permanent full-time and part-time employees assigned to the Food Service Division of the Board of Education shall be paid at the appropriate rate per year as specified in **Appendix F**.

B. General Wage Increases:

The collective bargaining agreement shall provide for the following general wage increases:

effective retroactive to July 1, 2023, 2.30%;

effective July 1, 2024, 2.30%; and

effective July 1, 2025, 2.50%.

C. Step Placement and Advancement

Step increases are shown for the purposes of this Agreement only and are not to be construed as guaranteed for the purposes of future agreements.

Employees shall be paid at the appropriate grade and step as set forth in Appendix C, Appendix D, **Appendix E and Appendix F** the Wage Schedules, appended to this Agreement. In no event shall an employee receive a salary in excess of the maximum provided for that salary grade. Advancement to the succeeding step is not automatic and shall only be made upon the employee satisfactorily completing the eligibility requirements as such eligibility requirements are further described below in this paragraph. On July 1 of each year, except for employees serving in their probationary period, employees who are not at the maximum step of their salary grade who have received a satisfactory or better annual performance review for the review period immediately preceding the effective date of the step, shall be eligible to advance a step as provided in Appendix C, **and Appendix D, Appendix E and Appendix F** the Wage Schedules.

ARTICLE 7:

A. The standard workweek for full-time employees, except Public Safety Dispatchers, shall be thirty-five (35) hours scheduled over five consecutive days during a calendar week. The workweek for Public Safety Dispatchers shall be as defined in **Appendix H**. The workweek for part-time employees shall be as provided in Article 4 (A)(2). Should it be necessary, in the interest of efficient operations and/or to provide alternative office hours to the public, the Town shall provide employees and the Association with reasonable notice of any changes in the workweek or workday.

ARTICLE 8:

A. Employees are not authorized to work in excess of their regular workday and workweek without prior authorization from their supervisor.

Employees shall be paid at the rate of one and one-half (1½) times their regular straight time hourly rate for overtime in excess of thirty-seven and one-half (37.5) hours per workweek or in the case of Public Safety Dispatchers covered by **Appendix H** for overtime in excess of their standard eight (8) hours workday, or standard forty (40) hour standard workweek. However,

an employee shall not receive overtime compensation when within forty-eight (48) hours following the day the overtime is worked the employee is absent due to non-occupational illness or injury (sick leave) in which case the excess time worked shall be paid at the straight time rate of pay.

B. All permanent full-time employees shall be paid: 1) a shift differential in the amount of one dollar and fifty cents (\$1.50) per hour for all hours worked on the Second Shift starting at or after 12:00 Noon and ending at 12:00 Midnight; and 2) a shift differential of two dollars (\$2.00) per hour for all hours worked on the Third Shift starting at or after 10:00 P.M. and ending by 8:00 A.M. Effective July 1, 2024, and thereafter all permanent full-time and permanent part-time employees shall be eligible to receive the shift differential, and the shift differential shall be increased to two dollars (\$2.00) per hour for the Second Shift; and two dollars and fifty cents (\$2.50) per hour for the Third Shift.

ARTICLE 9:

The Town shall pay any permanent, full-time employee, and any full-time or part time employee employed in the Food Service Division of the Board of Education, who is temporarily assigned to a higher classification within the bargaining unit at a rate of pay ten percent (10%) higher than the employee's regular rate or at the minimum of the wage range for the higher position, whichever is higher, but does not exceed the maximum of the pay range for the higher classification, providing the employee is qualified and assigned to complete at least fifty percent (50%) of the duties of the higher temporary position. A full-time employee temporarily assigned to a higher classification outside of the bargaining unit shall be paid the greater of the out of class pay set forth above or ninety percent (90%) of the base salary of the individual in the higher classification. Employees shall not perform the duties of a higher classification nor become eligible to receive the higher rate of pay unless and until the employee is expressly directed, in writing, by their department head to perform the duties of the higher classification. Such higher rate of pay shall commence on the first full working day in the temporary assignment.

ARTICLE 11:

H. ~~Effective July 1, 2017~~ A full-time or part-time employee who is on the active payroll for the entire calendar quarter and who has accumulated fewer than 180 sick days as of June 30, or was previously qualified to receive conversion benefits pursuant to Article 11.G but has since fallen below 180 days of accrued sick leave, shall be eligible to participate in the Sick Leave Incentive Program. Such an employee who fully completes all scheduled work shifts during a calendar quarter, without interruption for sick leave or unexcused absence, shall receive vacation day credits based on the following schedule: (i) full-time employees shall earn one and one-quarter (1¼) vacation days for each such fully completed calendar quarter for a maximum of five (5) days annually and (ii) part-time employees shall earn vacation hours for each fully completed calendar quarter based on the number of part-time hours the employee is regularly scheduled to work for the week divided by five. The vacation leave credit to be received by a part time employee for each day of vacation leave earned hereunder shall be based on the number of part time hours the employee is regularly scheduled to work each week. Vacation days or hours earned pursuant to this Sick Leave Incentive Program shall be credited to the employee on July 1 of the in the fiscal year next following the quarter in which the additional vacation time was earned. The calendar quarters are July to September, October to December, January to March, and April to June. Properly scheduled vacation leave, personal

leave, bereavement leave, or time for Medical Appointments taken during a calendar quarter shall not render an employee ineligible to earn additional vacation time pursuant to this provision.

ARTICLE 14:

A(a). Each employee shall have the annual option to participate in the Connecticut State Partnership Plan 2.0 (SPP) for health or to waive medical insurance. The plan benefits shall include any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the **Town**.

A(c). Effective upon ratification of this contract the percentage share of such premium cost shall remain eighty-six (86%) percent for the Town and fourteen (14%) percent for the employee. Effective July 1, 2024, the percentage share of such premium cost shall be eighty-four and one-half (84.5%) percent for the Town and fifteen and one-half (15.5%) percent for the employee. Effective July 1, 2025 the percentage share of such premium cost shall be eighty-three (83.0%) percent for the Town and seventeen (17.0%) percent for the employee. The employee's annual premium cost share shall be deducted in prorated equal amounts from each biweekly paycheck on a pre-tax basis.

A(e). Participation in the State Partnership Plan and the Health Enhancement Program are conditioned upon the eligible employee enrolling in the medical insurance plan during the annual open enrollment period, and also signing an authorization for the deductions of premium cost shares through payroll deductions. Non-compliance with the Health Enhancement Plan will cause an enrolled employee to incur an additional monthly contribution on their premium contribution. Any such penalty shall be paid solely by the employee through payroll deduction. No portion or percentage of any HEP penalty shall be paid by the Town. The annual deductible shall be implemented through claims administration. Notwithstanding the above, any amendments to the terms of the HEP shall be applicable to employees participating in the SSP.

B. The Town shall provide for each full-time employee and his/her enrolled dependents dental insurance, as follows:

Employees may elect to be enrolled in the Town's dental plan. The dental plan benefits are annexed hereto as **Appendix G**. The Town shall pay ninety percent (90%) of the cost of the premium or premium equivalent with the employee paying the balance by payroll deduction on a pre-tax basis pursuant to Section 125 of the Internal Revenue Code.

C. In the event any of the following occur, the Town or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 7-473c as to the sole issues of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.

i) A material change in the plan design (for example conversion in the benefit plan from a co-pay plan to a high deductible plan, or elimination of the SPP HEP program) or premium rate calculation for the health benefits plan procured under Conn. Gen. Stat. Section 5-259 (a) and (m) are modified as a result of a change in the State's collective bargaining agreement or state statute;

ii) Public Act No. 15-93 or successor legislation is amended as to rate calculation, imposition of additional fees or administrative charges on participating non-state public employers or a change in the method used to calculate premium rates, or any other substantive amendments;

E.1. A retired employee who is collecting a retirement allowance from the defined benefit retirement plan may elect to purchase Town offered retiree medical insurance. An employee, except as provided in paragraph 2 below, who retires after June 30, 2003 shall receive a Town credit in an amount not to exceed one thousand dollars (\$1,000) for individual coverage and two thousand two hundred dollars (\$2,200) for couple or family coverage. The Town credit toward the premium shall only be available during the life of the retiree and shall terminate upon the retiree's death. Once the retired employee becomes Medicare eligible, the Town's credit shall be reduced to six hundred dollars (\$600.00) and one thousand two hundred Dollars (\$1,200.00) respectively.

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G. The Town shall provide a Long Term Disability Plan to replace income lost due to total Disability for each eligible employee. The plan provisions shall be as follows:

Monthly Income Benefit	66 2/3 of basic monthly earnings
Maximum Benefit	\$3,000/month
Waiting Period	First 90 calendar days of total disability

Basic monthly earnings exclude bonuses, overtime pay, shift differential and all other special payments.

ARTICLE 16:

D. Employees who, ~~as of June 30, 2010~~ are assigned Town vehicles shall continue to have usage of such vehicles as provided as long as they remain in their position. Any future assignment of a Town vehicle to a promoted or transferred employee who previously had been assigned a Town vehicle shall be made as determined by the Town, giving consideration to the requirements of the new position. It is understood that this provision is not intended to modify any rights and obligations pursuant to Sections A through C of this Article.

E. **An employee** who is authorized by his or her department head to regularly and customarily use their personal vehicle for Town business will be paid an annual amount of Three Hundred and Fifty (\$350.00) Dollars in July for automobile expenses incurred during the prior fiscal year. The payment shall be prorated for an employee who becomes eligible for the reimbursement for a period of less than the entire the fiscal year. The term regularly and customarily shall mean (i) the employee is authorized to use his or her personal vehicle in performing essential duties of his or her position excluding non-essential duties and travel to conferences and meetings and (ii) the extent of the use of the personal vehicle in performing these essential duties is on multiple occasions during each month of the year or prorated year for partial payment eligibility. The Town reserves the right to require employees to use a Town-owned vehicle for such purposes. Employees shall not be eligible for the vehicle maintenance allowance for periods when a Town-owned vehicle is available.

ARTICLE 17:

B.3. Voluntary Employee Contributions for 401(k) Retirement Savings Plan Participants:

Each Participant shall be permitted to defer amounts (in addition to the mandatory 5% employee contribution described in Paragraph 1 above) to the Town of Greenwich Retirement Savings Plan and/or the 457(b) Deferred Compensation Plan, on a before tax basis, subject to Internal Revenue Code limitations.

B.4. Voluntary 401(k) Savings Plan for Town of Greenwich Defined Benefit Eligible Participants:

The Town shall be responsible for establishing and administering the Savings Plan and may retain vendors, carriers, firms or agents for this purpose. Without limiting the generality of the foregoing, the Town shall (a) determine investment alternatives that are available under the Savings Plan, and (b) amend the Savings Plan, from time-to-time, in order to maintain its qualified status under the Internal Revenue Code. Each participant shall be permitted to defer amounts to the 401(k) Savings Plan and/or 457(b) Deferred Compensation Plan, on a before tax basis subject to IRC limitations.

C.1 During the month of January the Town shall match a full-time employee’s prior calendar year’s contributions to his or her deferred compensation account (401–k, 457 or 403-b) from the prior calendar year to a maximum of Two Thousand Five Hundred (\$2,500.00) Dollars. Effective January 1, 2027 the Town shall match a full-time employee’s contributions to his or her deferred compensation account (401–k, 457 or 403-b) from calendar year 2026, and each year thereafter, to a maximum of Two Thousand Nine Hundred (\$2,900.00) Dollars. No new 403-b accounts will be opened for employees; however, employees with existing 403-b accounts may continue to defer compensation to such accounts. Permanent full-time employees who are members of the Retirement System have the option to defer compensation to a 457 account and/or to a 401-k account. Permanent full-time employees who are members of the Defined Contribution Retirement Plan are limited to deferring compensation to a 457 account. The Town match for employees who elect to contribute to both 401(k) and 457(b) accounts shall be first made to the employee 401(k) account prior to any match to the 457(b) account.

Pursuant to this provision the Town’s match on deferred compensation accounts shall be payable as follows:

Contribution Year	Town’s Maximum Match	Year Match Is Payable
2023	\$2,500.00	2024
2024	\$2,500.00	2025
2025	\$2,500.00	2026
2026	\$2,900.00	2027

ARTICLE 32:

A. The provisions of this Agreement shall become effective on the date the Agreement is approved by the Representative Town Meeting except as other effective dates are specifically set forth herein. Any provisions of this Agreement which are expressly designated as retroactive shall be retroactive for employees and retirees, but not for former employees who have been terminated or

have resigned prior to the date on which the Agreement is signed by both parties. Implementation of the **General Wage Increase specified in Article 5.B shall be retroactive to July 1, 2023.**

B. The term of this Agreement shall be for a **three (3) year period commencing retroactively on July 1, 2023 and terminating on June 30, 2026**, except as other effective dates are expressly set forth herein. All matters subject to collective bargaining between the parties have been covered in this Agreement, and neither this Agreement nor any part of it may be opened prior to its expiration date for changes in its terms, or addition of new subject matter, except by consent of both parties, and as provided in this Agreement, and except that in the event that a new classification is added to the bargaining unit then this Agreement may be reopened by either party as to wages, hours, or other working conditions pertaining to such new classification only.

APPENDICES:

Appendix A – Individual Group Provisions

Appendix B – Salary Group Allocation

Appendix C – Wage Schedule for Employees Hired Prior to May 31, 2024
Existing Non-Food Service Wage Schedule
(see attached)

Appendix D – New Hire Wage Schedule for Employees Hired on and After June 1, 2024
Appendix C Wage Schedule with the elimination of Steps 6, 7, 8, and 9
(see attached)

Appendix E – Public Safety Dispatch Wage Schedule
Step 1 of existing Appendix C Wage Schedule eliminated. Existing Step 2 becomes Step 1. Existing percentage step increases applied to Steps 2, 3, 4, 5, 6, 7, and 8. A 3.0% increase applied from Step 8 to Step 9. Top step employees shall receive the new wage rate.
(see attached)

Appendix F – Food Service Employees Wage Schedule
Step 1 of existing Appendix D Wage Schedule eliminated. Existing Step 2 becomes Step 1. Existing percentage step increases applied to Steps 2, 3, and 4. A 3.0% increase applied from Step 4 to Step 5. Top step employees shall receive the new wage rate.
(see attached)

Appendix G – Dental Insurance Plan

Appendix H - Public Safety Telecommunicator Terms and Conditions of Employment

APPENDIX H
Public Safety Telecommunicator
Terms and Conditions of Employment

[New language]

The Town and the Association herein agree that this Agreement shall be reopened on or before September 2, 2024 for the limited purpose of negotiating terms relating to compensation and general management and administration of Association employees classified as Public Safety Telecommunicators and Public Safety Telecommunicator Leads. The Town and the Association will assemble negotiating committees not to exceed five (5) members on each side for this purpose who will hold their first meeting to begin negotiations no later than September 2, 2024.