

RTM

April 2013

ITEMS

6 and 17

Item 6

the Town, and such funds shall become appropriations that the Comptroller shall add to appropriate accounts as approved by the Board of Estimate and Taxation.

50. The Department of Parks and Recreation, Tree Division, is authorized to accept (a) gifts of trees and plantings from the Greenwich Tree Conservancy, Inc., and (b) donations for the purchase of trees to be planted on Town property. Such donations shall become appropriations that the Comptroller shall add to account A829-53800.

51. The Department of Parks and Recreation, Tree Division, is authorized to accept (a) gifts of plantings from the Friends of Greenwich Point, and (b) donations for the purchase of Plantings to be planted at Greenwich Point. Such donations shall become appropriations that the Comptroller shall add to account A829-53800.

52. The Department of Parks and Recreation is authorized to accept donations from the Junior League of Greenwich for the Skate Park, and such donations shall become appropriations that the Comptroller shall add to the appropriate accounts for the purpose of reimbursing the approved costs related to the maintenance of said Skate Park facilities.

#### **The Nathaniel Witherell**

53. The Treasurer is authorized to accept proceeds resulting from the activities of the Nathaniel Witherell Nursing Home, and such proceeds shall ~~become appropriations to~~ be added to the appropriate accounts within the Nathaniel Witherell Nursing Home Revolving Fund. For establishing funding for the appropriation accounts, the existing policies of the Town of Greenwich shall apply. Any revolving fund balance may be utilized by the General Fund upon approval by the Board of Estimate and Taxation.

#### **Miscellaneous**

**54. Any funding allocated to the salary accounts for each department over and above that necessary to implement the terms of collective bargaining agreements in effect as of July 1 may not be expended until and unless a collective bargaining agreement is in place for which the Representative Town Meeting has approved funding pursuant to Connecticut General Statutes §7-474(b).**

*Item 6*

Finance Department



**TOWN OF GREENWICH  
CONNECTICUT**

March 7, 2013

**TO:** David Detjen, Chairman  
Labor Contracts Committee

**FROM:** Peter Mynarski  
Comptroller

**REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2012-2015 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN OF GREENWICH AND COUNCIL 4 AFSCME LOCAL 1303-222**

As required by the Representative Town Meeting approved Sense of the Meeting Resolution, Item 22, Paragraph 3, dated June 9, 1980, I am certifying the attached estimate of annual costs to the Labor Contracts Committee and the Representative Town Meeting for April 8, 2013 are correct and I am in agreement.

3/15/2013  
Date

*Peter Mynarski*  
Comptroller

cc: Alfred C. Cava, Director of Labor Relations

*Item 6*

AFSCME 2012 - 2015  
"Cost of Contract"

	Current	1-Jul-12	1-Jul-13	1-Jul-14
Wages	\$1,498,579	\$1,498,579	\$1,532,297	\$1,566,774
Medical a	\$481,972	\$481,972	\$452,476	\$422,981
Life Insurance	\$1,254	\$1,254	\$3,952	\$3,960
Retirement 401-k	\$21,310	\$24,710	\$28,110	\$31,510
Retirement DB/DC	\$297,920	\$297,920	\$304,623	\$311,477
Social Security/Medicare	\$114,641	\$114,641	\$117,221	\$119,858
Totals	<u>\$2,415,675</u>	<u>\$2,419,075</u>	<u>\$2,438,679</u>	<u>\$2,456,559</u>
Percentage Increase		<u>0.14%</u>	<u>0.81%</u>	<u>0.73%</u>

a Medical cost are based on 2012 - 2103 premiums and does not reflect future premium increases to be negotiated with the carrier effective January 1, 2014

Item 6

Town of Greenwich  
 And  
 AFSCME Council 4 Local 1303-222  
Summary of Negotiated Changes  
 2012 – 2015 Collective Bargaining Agreement

<u>Article</u>	<u>Subject</u>	<u>Negotiated Change</u>
Article 3	Part-Time Employees	Include reference to pro rata sick and vacation leave for part-time employee.
Article 4	Wages	Provide for the following wage increases: July 1, 2012 – 0% July 1, 2013 – 2.25% July 1, 2014 – 2.25%
Article 6 (B)	School Nurses prep time	Increase the number of prep hours a school nurse may work prior to the start of the school year to 15 from 14.
Article 10 (A)	Sick Leave	Provide for pro-rated sick leave for part-time employee.
Article 10 (B)	Sick Leave	Correct reference in paragraph A from C.
Article 18 (A) (D)	Vacation	Provide for pro-rated vacation for part-time employee ( impacts one employee and consistent with that in other Town collective bargaining agreements).
Article 18 (E) (4)	Vacation	Revise language as to grammar.

Item 6

Article 20	Insurance	Effective January 1, 2014 <ul style="list-style-type: none"> <li>- HD-HSA \$2000/\$4000 with Rx 10/25/40, employee cost share 10%</li> <li>- Increase employee cost share of POS to 14%</li> <li>- Amend Rx co-pays to 10/25/40 from 5/25/40, employee cost share 14%</li> <li>- Increase life insurance to 1x base salary up to \$80,000</li> </ul>
Article 21(C)	Transportation	Revise language to delete outdated date reference.
Article 23	Pensions	Revise language to provide consistency with retirement plan document.
Article 23 (F)	401-k	Increase Town match by \$200 in January 2013, January 2014 and January 2015.
Article 26 (G)	Drug and Alcohol Free Workplace	Update reference to Town policy.
Article 26 (K)	Vaccines	Revise language for clarification.
Article 32	Duration	Three year agreement – July 1, 2012 – June 30, 2015.
Appendix I	Wages	Revise wage schedules to reflect increases in GWI
Appendix III	HD-HSA	Insert new HD-HSA summary of benefits
Appendix IV	Rx	Revise language to reflect increase in co-pays and delete outdated language
Appendix V	POS	Insert new CIGNA Open Access summary of benefits
Appendix VI	Dental	Delete outdated language.

Item 17

**GREENWICH PUBLIC SCHOOLS  
PROPOSED SECURITY UPGRADES - 2013**

<u>DESCRIPTION</u>	<u>PARTS</u>	<u>LABOR</u>	<u>TOTALS</u>
<b>INTERCOM UPGRADES</b> <i>(9 locations)</i>	\$ 28,770	\$ 16,245	\$ 45,015
<b>KEYWATCHER</b> <i>(17 locations - All 15 GPS, ARCH &amp; HAV)</i>	\$ 61,590	\$ 25,500	\$ 87,090
<b>LOCKING DEVICES</b> <i>(18 locations - All 15 GPS, Milbank, ARCH &amp; HAV)</i>	\$ 313,123	\$ 35,227	\$ 348,350
<b>CCTV RECORDERS &amp; CAMERAS</b> <i>(11 Locations)</i>	\$ 147,205	\$ 72,160	\$ 219,365
<b>DSX CARD READERS</b> <i>(8 locations)</i>	\$ 34,395	\$ 26,210	\$ 60,605
<b>SHADES</b> <i>(13 locations)</i>	\$ 382,500		\$ 382,500
<b>SECURITY WINDOW FILM</b> <i>(17 locations)</i>	\$ 42,750		\$ 42,750
<b>BESAFE - FLOOR PLAN MAPPING SERVICES</b> <i>(14 locations - 11 GPS Elem, Milbank, ARCH &amp; HAV)</i>	\$ 18,681		\$ 18,681
<b>PROJECT CONTIGENCY (16%)</b>			\$ 197,643
<b>GRAND TOTAL</b>	<b>\$ 1,029,015</b>	<b>\$ 175,342</b>	<b>\$ 1,402,000</b>

Item 17

## GREENWICH PUBLIC SCHOOLS - INTERCOM SYSTEM UPGRADES - 2013

School	Parts	Labor	Total
Cos Cob	\$ 2,757	\$ 1,493	\$ 4,250
Glenville	\$ 5,875	\$ 3,650	\$ 9,525
Hamilton Avenue			\$ -
International School at Dundee			\$ -
Julian Curtiss			\$ -
New Lebanon	\$ 2,757	\$ 1,493	\$ 4,250
North Mianus			\$ -
North Street			\$ -
Old Greenwich			\$ -
Parkway	\$ 2,757	\$ 1,493	\$ 4,250
Riverside	\$ 2,757	\$ 1,493	\$ 4,250
Central MS	\$ 3,596	\$ 2,144	\$ 5,740
Eastern MS	\$ 2,757	\$ 1,493	\$ 4,250
Western MS			\$ -
GHS	\$ 2,757	\$ 1,493	\$ 4,250
ARCH			\$ -
Milbank	\$ 2,757	\$ 1,493	\$ 4,250
Havemeyer			\$ -
<b>TOTAL</b>	<b>\$ 28,770</b>	<b>\$ 16,245</b>	<b>\$ 45,015</b>

After the implementation of the upgrades to Intercom Systems at all district schools, the schools will have a standardized intercom entry system at the front doors. The intercom systems will have both audio and visual capability, whereby the designated party, in the school office, will be able to view and communicate with the person at the main entry door.

Each school will have a minimum of two (2) control points in the main office; some will have additional control points depending on the office layout and location of administrative support staff. Some schools require equipment upgrades due to the age of the equipment, the inability to get repair parts and to conform to the district standard across all GPS locations. The use of a Audio/Visual door intercom is an added level of security allowing the school office staff to visually observe the individual prior to entry.



Item 17

## GREENWICH PUBLIC SCHOOLS - KEYWATCHER SYSTEM - 2013

<b>Cost - 8 Module KeyWatcher</b>	\$	3,085			
<b>Cost - 16 Module KeyWatcher</b>	\$	5,150			
<b>Cost - Proximity Reader</b>	\$	295			
<b>Cost - Labor (per location)</b>	\$	1,500			
<b>School</b>		<b>8 Module KeyWatcher</b>	<b>16 Module KeyWatcher</b>	<b>Proximity Reader</b>	<b>Cost</b>
Cos Cob		1		1	\$ 3,380
Glenville		1		1	\$ 3,380
Hamilton Avenue		1		1	\$ 3,380
International School at Dundee		1		1	\$ 3,380
Julian Curtiss		1		1	\$ 3,380
New Lebanon		1		1	\$ 3,380
North Mianus		1		1	\$ 3,380
North Street		1		1	\$ 3,380
Old Greenwich		1		1	\$ 3,380
Parkway		1		1	\$ 3,380
Riverside		1		1	\$ 3,380
Central MS		1		1	\$ 3,380
Eastern MS		1		1	\$ 3,380
Western MS		1		1	\$ 3,380
GHS			1	1	\$ 5,445
ARCH		1		1	\$ 3,380
Milbank					\$ -
Havemeyer			1	1	\$ 5,445
<b>Total # Devices</b>		15	2	17	
<b>Cost - All Parts</b>	\$	46,275	\$ 6,170	\$ 52,445	\$ 61,590
<b>Cost - Installation (17 locations)</b>					\$ 25,500
<b>TOTAL</b>					\$ 87,090

The Key Watcher System will work in conjunction with the new key/door system. It will give the district the ability to track/control physical key sets as well as allow emergency key release to law enforcement personnel when needed in lockdown situations. The Key Watcher, housed at each individual school can be activated and made operational by proximity access ID cards. Currently, all sworn Greenwich law enforcement personnel have access to Greenwich Public School campuses. The Key Watcher System will standardize all key activity in the district. Physical key sets no longer need to leave the building and only assigned personal can remove keys assigned to their access card. The system can be programmed for the entire district.

Item 17

## GREENWICH PUBLIC SCHOOLS - LOCK UPGRADES - 2013

Cost - Tubular Lock	\$ 206.75
Cost - Mortise Lock	\$ 278.85
Cost - Crash Bar Core	\$ 28.20

School	Tubular Locks	Mortise Locks	Crash Bar Cores	Cost
Cos Cob	46		8	\$ 9,736
Glenville		35	4	\$ 9,873
Hamilton Avenue		57	6	\$ 16,064
International School at Dundee	34		4	\$ 7,142
Julian Curtiss	49		6	\$ 10,300
New Lebanon	37		6	\$ 7,819
North Mianus	45		10	\$ 9,586
North Street	42	2	8	\$ 9,467
Old Greenwich	69	1	10	\$ 14,827
Parkway	40		8	\$ 8,496
Riverside	35		6	\$ 7,405
Central MS ( <i>Add'l \$15 per tubular lock</i> )	66		16	\$ 14,097
Eastern MS	53	17	16	\$ 16,149
Western MS	55	12	18	\$ 15,225
GHS	307	49	56	\$ 78,715
ARCH	14			\$ 2,895
Milbank	6			\$ 1,241
Havemeyer	52			\$ 10,751
<b>Total # Locks &amp; Devices</b>	<b>950</b>	<b>173</b>	<b>182</b>	
<b>COST - Cores</b>	<b>\$ 53,580</b>	<b>\$ 9,757</b>		<b>\$ 63,337</b>
<i>(Required # of Cores per Lock / Device)</i>	<i>(2 each)</i>	<i>(2 each)</i>		
<b>Cost - All Parts</b>				<b>\$ 313,123</b>
<b>Cost - Installation</b>				<b>\$ 35,227</b>
<b>TOTAL</b>				<b>\$ 348,350</b>

Lock upgrades will enable the district to standardize locking mechanisms at the Greenwich Public Schools. The design of the lock systems will utilize a hierarchy of a grand master key, a master key and a sub-master key as well as individual keys for restricted area open to only designated personnel.

The lock upgrades are for both the interior and exterior at each location. Currently each school operates on its own key system with no standardization; some locations need five keys to operate the different lock cylinders in the building. What makes this upgrade unique is all classroom doors will have two (2) locking devices: an outer door lock that is unique to the school and door, and an inside lock on the door handle, that any district key, from any school, can operate the internal lock for safety and lockdown purposes. All new hardware is fully ADA compliant. These locks and door hardware have a 30-year wear guarantee.



Item 17

## GREENWICH PUBLIC SCHOOLS - DSX CARD READERS - 2013

School	Parts	Labor	Total
Cos Cob			\$ -
Glenville			\$ -
Hamilton Avenue	\$ 3,915	\$ 2,000	\$ 5,915
International School at Dundee	\$ 1,225	\$ 1,600	\$ 2,825
Julian Curtiss			\$ -
New Lebanon			\$ -
North Mianus			\$ -
North Street			\$ -
Old Greenwich	\$ 1,025	\$ 1,480	\$ 2,505
Parkway	\$ 1,025	\$ 1,480	\$ 2,505
Riverside			\$ -
Central MS (incl. Panel w/Board)	\$ 3,915	\$ 2,000	\$ 5,915
Eastern MS (incl. Panel w/Board)	\$ 3,665	\$ 1,800	\$ 5,465
Western MS	\$ 925	\$ 1,450	\$ 2,375
GHS	\$ 18,700	\$ 14,400	\$ 33,100
ARCH			\$ -
Milbank			\$ -
Havemeyer			\$ -
<b>TOTAL</b>	<b>\$34,395</b>	<b>\$26,210</b>	<b>\$60,605</b>

The DSX Proximity ID Access Card is the Town of Greenwich standard being used in all Greenwich Public School property and town buildings. The Access ID card work with reader terminals to allow employees or designated programmed personnel into doors at specific times. Depending on the Greenwich Public Schools building size buildings have between two outside readers and six readers. The added readers will allow staff access to the building from additional doors, so doors can remain locked all day. The system will record entry, denied entry, and time of each event. In addition, the added readers will allow emergency personnel access to more exterior doors without a physical key.

Item 17

## GREENWICH PUBLIC SCHOOLS - SHADES - 2013

School	Shade Cost
Cos Cob	\$ 25,000
Glenville	\$ -
Hamilton Avenue	\$ -
International School at Dundee	\$ -
Julian Curtiss	\$ 25,000
New Lebanon	\$ 12,000
North Mianus	\$ 28,000
North Street	\$ 20,000
Old Greenwich	\$ 28,000
Parkway	\$ -
Riverside	\$ 28,000
Central MS	\$ 36,000
Eastern MS	\$ 34,000
Western MS	\$ -
GHS	\$ 130,000
ARCH	\$ 2,500
Milbank	\$ 2,000
Havemeyer	\$ 12,000
<b>TOTAL</b>	<b>\$ 382,500</b>

During a full lockdown, we want to hide potential targets from a perpetrator. We need to replace or add shades in many of our buildings. Western Middle School has an allotted shade budget, in conjunction with its window replacement. Glenville and Hamilton Avenue were properly outfitted at construction. Parkway and Dundee were recently completed as a result of their window projects.

*Item 17***GREENWICH PUBLIC SCHOOLS - SECURITY WINDOW FILM - 2013**

School	Doors / Lites	Panes	Cost
Cos Cob		18	
Glenville	23		
Hamilton Avenue	6		
International School at Dundee	14		
Julian Curtiss		16	
New Lebanon	11		
North Mianus	4	15	
North Street	6		
Old Greenwich	1	24	
Parkway	12		
Riverside	3		
Central MS	6		
Eastern MS	9		
Western MS	14		
GHS	12	32	
ARCH			
Milbank	2		
Havemeyer	4	150	
<b>TOTAL</b>	<b>127</b>	<b>255</b>	<b>\$ 42,750</b>

We are requesting the installation of 3M Ultra 600 Safety and Security Film on the front entrances of our schools. The security film will slow down an intruder by making the glass at the front entrance impact resistant. The film is tear resistant and will stretch, but will not break.

Item 17

## GREENWICH PUBLIC SCHOOLS - BESAFE FLOOR PLAN MAPPING - 2013

Cost - Per Square Foot w/client provided floor plans	0.025
Cost - Per Square Foot w/no floor plans provided	0.035

School	Square Footage	Cost
Cos Cob	83,270	\$ 2,081.75
Glenville	65,000	\$ 1,625.00
Hamilton Avenue	72,500	\$ 1,812.50
International School at Dundee	52,126	\$ 1,303.15
Julian Curtiss	69,600	\$ 1,740.00
New Lebanon	25,150	\$ 628.75
North Mianus	61,560	\$ 1,539.00
North Street	58,063	\$ 1,451.58
Old Greenwich	75,187	\$ 1,879.68
Parkway	52,100	\$ 1,302.50
Riverside	62,600	\$ 1,565.00
Central MS	106,143	\$ 2,653.58
Eastern MS	120,501	\$ 3,012.53
Western MS	105,600	\$ 2,640.00
GHS	454,500	\$ 11,362.50
ARCH	50,000	\$ 1,750.00
Milbank	1,500	\$ 52.50
Havemeyer	62,000	\$ 2,170.00
No Floor Plan Charge		\$ 4,000.00
<b>TOTAL</b>	<b>1,577,400</b>	<b>\$ 44,570.00</b>
ENCUMBERED FUNDS PO # 13504472		\$ (25,888.60)
<b>TOTAL</b>		<b>\$ 18,681.40</b>

BE SAFE will be Greenwich's customized emergency information guide for Leadership, Police, Fire, EMS and Facilities. Once implemented, the Binders and Zip Drives will have detailed floor plans, maps, evacuation routes, re-unification plans, and much more, available to the five groups listed.

BE SAFE is not a public information document. It is a shared, confidential information system accessible to all emergency services and school leadership. Unlike print copy, information in BE SAFE can be changed and updated, on a continual basis, to be kept current and can be disseminated to all agencies and persons involved, with a key stroke. New information is then loaded to their Zip Drives and copies can be printed for their hard copy books.