

TOWN OF BEDFORD
COMPTROLLER'S OFFICE

Abraham J. Zambrano
Comptroller

Elisa Alaimo
Senior Bookkeeper



Carolina Bruschi
Senior Account Clerk
Missy Harold
Senior Office Assistant

Memo

To: Supervisor Burdick & Members of the Town Board
Cc: Lisbeth Fumagalli, Joan Gallagher & Stephanie Roebuck
From: Abraham Zambrano
Date: June 14, 2018
Re: Teamsters 456 Blue Collar MOU - Financial Impact

Based on parameters given by the Town Board to negotiate with the Teamsters Blue Collar Union, the Town's negotiating team and the Teamsters reached a tentative agreement that has been ratified by the union's membership and it is now being presented to the Town Board for approval. The attached MOU (memorandum of understanding) and schedule detail the terms of the agreement and summarize the financial impact of the agreed upon terms with the Teamsters local 456 Blue Collar bargaining unit that is further detailed in a memo prepared by Stephanie Roebuck.

Financial Impact

Based on the tentative agreement in front of the Board for consideration, the net financial impact for 2018, 2019 and 2020 will be \$59,034, \$59,740 and \$54,501 respectively. These amounts are the net of changes in wages, longevity, welfare fund, and employee health insurance contributions. The total financial impact on the budget over the three years of the contract is \$173,274.

Financial Projections

In summary, the tentative agreement between the Town of Bedford and Teamsters Local 456 Blue Collar Unit is below the initially projected budgeted amount. The 2018 Adopted Budget appropriates \$75,000 in the Contingency Accounts for the settlement of the contract and based on financial projections, the contractual obligations for the unit were estimated to be \$77,250 and \$79,567 for 2019 and 2020. Consequently, the financial impact of the tentative agreement is below the initial projections and it is recommended that the Town Board approve the contract upon ratification by the union membership.

TOWN OF BEDFORD

BLUE COLLAR TEAMSTERS- WAGE INCREASES & HEALTH INSURANCE CONTRIBUTION

ACCOUNT	TITLE	2017		2018 2.00%		2019 2.00%		2020 2.25%		Current Health Insurance Contribution 2% of salary	Health Insurance Contribution	Health Insurance Contribution	Health Insurance Contribution
		BASE SALARY	LONGEVITY	BASE SALARY	LONGEVITY	BASE SALARY	LONGEVITY	BASE SALARY	LONGEVITY	2017	2018	2019	2019
001.1620.0100	LEAD MAINTENANCE MECHANIC	77,840	3,892	79,397	3,970	80,985	4,049	82,807	4,140	1,587.81	1,587.95	1,619.70	2,100.00
001.1620.0100	CARETAKER	58,324		59,490		60,680		62,046		2,817.78	4,226.67	4,607.07	5,021.71
010.5110.0100	ROAD MAINTENANCE FOREMAN	86,638	8,664	88,371	8,837	90,138	9,014	92,166	9,217	1,732.76	1,767.41	1,802.76	2,100.00
010.5110.0100	ASSISTANT ROAD MAINTENANCE FOREMAN	80,120	8,012	81,722	8,172	83,357	8,336	85,232	8,523	1,602.40	1,634.45	1,667.14	2,100.00
010.5110.0100	ASSISTANT ROAD MAINTENANCE FOREMAN	80,120	8,012	81,722	8,172	83,357	8,336	85,232	8,523	1,602.40	1,634.44	1,667.13	2,100.00
010.5110.0100	ASSISTANT ROAD MAINTENANCE FOREMAN	80,120	8,012	81,722	8,172	83,357	8,336	85,232	8,523	1,602.40	1,634.44	1,667.13	2,100.00
010.5110.0100	TRAFFIC/PARKING	77,840	7,784	79,397	7,940	80,985	8,099	82,807	8,281	1,587.81	1,587.95	1,619.70	2,100.00
010.5110.0100	HEAVY MOTOR EQUIPMENT OPERATOR	75,687	7,569	77,201	7,720	78,745	7,874	80,517	8,052	1,513.74	1,544.01	1,574.90	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	5,491	74,676	5,601	76,169	5,713	77,883	5,841	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	3,661	74,676	3,734	76,169	3,808	77,883	3,894	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.22	1,493.50	1,523.37	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	3,661	74,676	3,734	76,169	3,808	77,883	3,894	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	5,491	74,676	5,601	76,169	5,713	77,883	5,841	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	73,211	5,491	74,676	5,601	76,169	5,713	77,883	5,841	1,464.23	1,493.51	1,523.38	2,100.00
010.5110.0100	MOTOR EQUIPMENT OPERATOR	62,229	0	63,474		64,743		66,200		4,226.67	4,226.67	4,607.07	5,021.71
010.5110.0100	MOTOR EQUIPMENT OPERATOR	62,229	0	63,474		64,743		66,200		4,226.67	4,226.67	4,607.07	5,021.71
010.5130.0100	HEAD MECHANIC	83,380	8,338	85,048	8,505	86,748	8,675	88,700	8,870	1,667.60	1,700.95	1,734.97	2,100.00
010.5130.0100	AUTO MECHANIC	80,120	6,009	81,722	6,129	83,357	6,252	85,232	6,392	1,602.40	1,634.45	1,667.14	2,100.00
010.5130.0100	AUTO MECHANIC	80,120	8,012	81,722	8,172	83,357	8,336	85,232	8,523	1,602.40	1,634.45	1,667.14	2,100.00
020.8310.0100	WATER MAINTENANCE FOREMAN	86,638	8,664	88,371	8,837	90,138	9,014	92,166	9,217	1,732.76	1,767.41	1,802.76	2,100.00
020.8310.0100	ASST. WATER MAINTENANCE FOREMAN	80,120	8,012	81,722	8,172	83,357	8,336	85,232	8,523	1,602.40	1,634.45	1,667.14	2,100.00
020.8310.0100	WATER MAINTENANCE	73,211	5,491	74,676	5,601	76,169	5,713	77,883	5,841	1,464.23	1,493.51	1,523.38	2,100.00
020.8310.0100	WATER MAINTENANCE	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
020.8310.0100	WATER MAINTENANCE	73,211	7,321	74,676	7,468	76,169	7,617	77,883	7,788	1,464.23	1,493.51	1,523.38	2,100.00
020.8310.0100	LABORER (WATER DEPT.)\$55284?	58,536	0	59,707	0	60,901	0	62,271	0	2,817.78	4,226.67	4,607.07	5,021.71
040.7110.0100	PARK FOREMAN	86,638	8,664	88,371	8,837	90,138	9,014	92,166	9,217	1,732.76	1,767.41	1,802.76	2,100.00
040.7110.0100	ASSISTANT PARK FOREMAN	80,120	6,009	81,722	6,129	83,357	6,252	85,232	6,392	1,602.40	1,634.45	1,667.14	2,100.00
040.7110.0100	AUTO MECHANIC	80,120	8,012	81,722	8,172	83,357	8,336	85,232	8,523	1,602.40	1,634.45	1,667.14	2,100.00
040.7110.0100	PARK GROUNDSKEEPER (MEO)	73,211	5,491	74,676	5,601	76,169	5,713	77,883	5,841	1,464.23	1,493.51	1,523.38	2,100.00
040.7110.0100	PARK GROUNDSKEEPER (MEO)	73,211	3,661	74,676	3,734	76,169	3,808	77,883	3,894	1,464.23	1,493.51	1,523.38	2,100.00
040.7110.0100	PARK GROUNDSKEEPER (MEO)	73,211	5,491	74,676	5,601	76,169	5,713	77,883	5,841	1,464.23	1,493.51	1,523.38	2,100.00
040.7110.0100	PARK GROUNDSKEEPER	68,616	3,431	69,988	3,499	71,388	3,569	72,994	3,650	1,372.31	1,399.76	1,427.76	2,100.00
040.7110.0100	PARK GROUNDSKEEPER	58,409	0	59,577	0	60,769	0	62,136	0	2,817.78	2,817.78	4,607.07	5,021.71
		2,828,555.61	219,590.66	2,885,126.72	223,982.47	2,942,829.26	228,462.12	3,009,042.91	233,602.52	67,483.25	71,312.56	75,655.22	94,408.53

Year	Base Salary 2.00%, 2.00% & 2.25%	Longevity Increase	Total Salary & Longevity	Welfare Fund	Effect on Budget	Additional Health Care Contribution	Net Effect On Budget
2018	56,571.11	4,391.81	60,963	1,900	62,862.93	-3,829.31	59,033.61
2019	57,702.53	4,479.65	62,182	1,900	64,082.18	-4,342.65	59,739.53
2020	66,213.66	5,140.40	71,354	1,900	73,254.06	-18,753.32	54,500.74
Total Increase 3 years	180,487.30	14,011.86	194,499.17	5,700	200,199.17	-26,925.28	173,273.88