



**City of New Haven**  
**Office of Management and Budget**  
**Justin M. Elicker, Mayor**  
**Michael Gormany, City Budget Director and Acting Controller**

**Bargaining Local 1303-464 (Attorneys), AFSCME**

**Total budget position:** 13 (Including vacancies)  
**Contract Period** July 1, 2020 – June 30, 2026

**General Compensation Cost**

**Wages:** FY 2019-2020 (contract expiration) Base cost was \$1,264,356

<u>Fiscal Year</u>	<u>Effective</u>	<u>GWI</u>	<u>Cost</u>	<u>Change over Prior YR</u>
2020-2021	7/1/20	0.00%	\$1,264,356	\$0.00
2021-2022*	7/1/21	0.00%	\$1,580,666	\$316,310
2022-2023	7/1/22	2.00%	\$1,612,282	\$31,616
2023-2024	7/1/23	2.00%	\$1,682,990	\$70,708
2024-2025	7/1/24	2.00%	\$1,716,659	\$33,669
2025-2026	7/1/25	2.00%	\$1,791,979	\$75,320

\* Effective 7/1/22 and retroactive to 7/1/21 \* the City will implement a one-time step placement based on seniority pursuant to the tentative agreement.

**Total Cost/(Savings) \$527,623**  
**Difference between base Amount and ending year contract**

**Retroactivity:**

Retroactivity will be paid on FY 2022-2023 wages to date at the time of ratification. Retroactivity will be paid in two installments. To be eligible for these payments, the employee must be employed at the time of payment: with exceptions to second payment First payment paid: 30 days after ratification or by June 30, 2023, whichever comes sooner. Second payment paid by January 1, 2024. If an employee retiree before January 1, 2024, the second payment shall be made upon retirement.

**Estimated Total Cost/(Savings) \$185,000 through 04/14/2023**



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**Pension:**

All BU members (except those bargaining unit members who are already members of CERF) shall participate in the Defined Contribution plan. Effective 7/1/22 the City's contribution shall be equal to 5.00% of the employee's base salary.

**Employer Defined Contribution**

<b>Fiscal Year</b>	<b>Total</b>
2020-2021	\$34,817
2021-2022	\$41,581
2022-2023	\$43,000 (Estimated YTD Cost with Retro)
2023-2024	\$43,855
2024-2025	\$44,732
2025-2026	\$46,614

**Total Cost/(Savings)                      \$11,797**  
**Difference between base Amount and**  
**ending year contract**

**Defined Benefit Employee Contributions**

Base of six years	\$330,142
New Contract over six years	\$395,406

**Total Cost/(Savings)                      (\$65,264)**  
**Difference between base Amount and**  
**ending year contract**

**Defined Benefit ADEC Cost**

Hooker & Holcombe provided a cost analysis on the ADEC based on the salary increases. **The total annualized cost based on the changes are \$55,761 per year.**



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**Medical Benefits**

Medical benefits coverage consists of two plans, Century Preferred and High Deductible Health Plan. Employees opting for the Century Preferred plan pay 27% as their cost share. Additionally, the City will see a cost savings of up to 4% with the implementation of an essential formulary prescription plan and Specialty Accumulation Rules and Cost Relief Programs.

**Changes to the prescription coverage plan as follows:**

1. Convert from the IngenioRx National formulary to the Essential formulary
2. Increase Rx copays and add a fourth tier for specialty drugs as follows:
  - a. High Deductible plans: Copays after deductible \$15/\$35/\$60/\$75 Retail; 2X Mail
  - b. Non-High Deductible plans: \$15/\$35/\$60/\$75 Retail; 2X Mail
3. Adopt Specialty Drug management provisions
4. High Deductible Plans: IngenioRx Specialty Accumulator Rules
5. Non-High Deductible Plans: IngenioRx Cost Relief

**Change to Employee Premium Cost Share**

HDHP-H.S.A. 12% with maintaining annual contributions of 50% of deductible for new entrants in the plan

Century Preferred PPO 27%

Dental- Unchanged 15%

**Premium Charges**

Current Cost           \$210,590

New Charges            \$176,546

**Total Cost/(Savings)                   (\$34,044)  
Based on projections from City medical  
consultant**

**Medical opt Out**

On an annual basis, employees who have alternate health insurance coverage may choose to waive the above listed health insurance and instead receive an additional lump sum payment in the amount of \$1000 single/\$1,500 w/Child / \$2000 family. Employees who choose to exercise this waiver must so inform the Human Resource Department, in writing, by June 1 for the next year beginning July 1. Employees who have waived, but wish no longer to waive, shall inform the Human Resource Department, in writing, by June 1 for the next year beginning July 1. Waiver payments



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shall be disbursed on the first pay period following July 1 and only to those Employees still employed by the City on that date. Once a participant opts back into medical coverage or Pension fails to exercise his/her right to continue opting out, he/she shall no longer be eligible. The waiver and payment shall terminate if not permitted by applicable law. Employee will be required to provide proof of insurance at the time of submission of the waiver and shall be prohibited from receiving any payment if covered by any other plan in the City or the Board of Education.

The current breakdown of benefits is:

Coverage	Count	Cost
Family	4.00	\$8,000
Individual	3.00	\$3,000

**If all members opt out, the total cost would be \$11,000 per year.**