

**DPW-Employees Contract**

**Proposal is for 3 years; Apr 2017-Apr 2020**

**Cost items**

Wages; 2.5% COLA in year one and current contract language (CCL) in years two and three (2% floor and 3.5% ceiling, based on CPI).

Year 1:	\$17,153 (9 Months @ 2.5%)	
	Min. 2%	Max 3.5%
Year 2:	\$18,618	\$24,481
Year 3:	\$18,530	\$28,068

Onetime payment of \$150 for any DPW members that successfully completes the UNH Road Scholar program.

Increase in the boot allowance of \$50 a year.

Agreed to replace any personal tools owned by the mechanic and damaged while being used on business.

Health Care: significant amount of time was spent in this issue. Members are very concerned about their HC plans and the town is obviously concerned about controlling cost. Both sides worked hard to find common ground. The town's most expensive plan, the Comp 2500 is going away on January 1<sup>st</sup>. This plan requires the town to pay down the deductible, up to \$2400 per member. That left us with another rather expensive plan, the BC3T and a low cost plan the ABSOS 20. We formed a labor-management group that looked at other health care options including different providers. In the end they recommended to the selectmen that the town provide a plan that was less expensive than the BC3T. We agreed to provide a plan called AB10 with an 80/20 premium co-share. The town pays 80%, the member pays 20%.

We also agreed to a \$500 stipend for any member that switches to this plan. For the lower cost plan, the ABSOS we agreed to a \$750 annual stipend. Again, the intent is to make these lower cost plans more attractive to our members. The one expensive plan (BC3T) we still have on the books will be closed to new hires. The prescription plan will also change to a higher co-pay.

For comparison sake; the average COLA for this bargaining group is \$1,194. Potential average savings to the town if a member switches from BC3T to AB10 is \$2915. If that member switches to ABSOS the average savings is \$6,387.

We agreed to language to allow the town to go out to bid for health care if we so choose.

We added the word “comparable” where health care plans are specified.

### **Non Cost Items**

Increase in the time limit for the selectmen to meet with the union on a grievance.

Changed the residency language to align it with our practice; 20 road miles.

Tightened up the language on winter vacations to allow for one person to be off and any others are subject to recall.