

Police 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:	\$22,939 (9 Months @ 2.5%)	
	Min. 2%	Max 3.5%
Year 2:	\$22,335	\$28,207
Year 3:	\$20,876	\$29,108

Any union member holding the rank of Sergeant, with at least 12 years of continuous service will be advanced one pay grade, provided that they obtain a satisfactory rating or higher on their performance evaluation. That cost is contained in the above calculation.

Union members who are certified instructors in Field Training, Firearms, and Use of Force will receive an annual stipend of \$500. The stipend cannot be compounded. Having in-house instructors saves the town money by not having to send officers to Concord for training.

Increase in outside detail rate. Year 1, \$46. Year 2, \$48. Year 3, \$50.

Health Care: significant amount of time was spent on this issue. The members were 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 has been discontinued as of January 1, 2017. That plan required the town to pay down the deductible, up to \$2400 per member X 2 members in a family. This plan being discontinuance results in a savings to the Town of \$68,000. However, it left the Town with another rather expensive plan, the BC3T and a low cost plan the ABSOS 20.

A labor-management group was formed to look at other health care options including different providers. In the end the group recommended to the selectmen that the town provide a plan that was less expensive than the BC3T. Management agreed to provide a plan called AB10 with an 80/20 premium co-share. The town pays 80%, the member pays 20%.

Management also agreed to a \$500 stipend for any member that switches to the AB10 plan. For the lower cost plan, ABSOS management agreed to a \$750 annual stipend. The intent is to make these lower cost plans more attractive to the members. The one expensive plan (BC3T) is on

the books, but 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 \$1,356. Potential average savings to the town if a member switches from BC3T to AB10 is \$3,309. If that member switches to ABSOS the average savings is \$6,928.

These savings are in addition to the \$68,000 the Town initial saved by the Comp 2500 deductible plan being discontinued.

Non Cost Items

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