



**BUDGET COMMITTEE**  
**Town of Hollis**  
Seven Monument Square  
Hollis, New Hampshire 03049  
Tel. 465-2209 FAX 465-3701

**Minutes of January 26, 2016**

Meeting was held in the Community Room, Hollis Town Hall. The Budget Committee was called to order by Tom Gehan at 7:00 PM.

Members present: Susan Benz, Frank Cadwell – Selectman Rep, Tom Gehan, Chris Hyde, Tom Jambard, David Sacks – Hollis School Board Rep, Frank Whittemore  
Others present: Tammy Fareed – Hollis School Board, Mark LeDoux – Selectman, Rob Mann – Hollis School Board, Deb Padykula – Finance Officer, Venu Rao – Energy Committee, Kelly Seely – SAU Business Administrator

**Upcoming Meetings:**

February 2, 2016: Hollis Town Budget Public Hearing  
February 3, 2016: Hollis School District Budget Public Hearing  
February 8, 2016: Land Acquisition Bond Hearing  
March 12, 2016: Hollis Annual Town Meeting

Pledge of Allegiance was recited.

**Approval of Minutes**

Tom J. moved to accept the minutes of 1/11/16. Chris H. seconded. Vote was 5-0-2. Susan B. and Frank C. abstained. Minutes were accepted.

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**Hollis Collective Bargaining Agreement – Unit 3657**

Chris H. asked about the language regarding disciplinary procedures.

Mark L. stated that the language is preexisting and has not been modified.

Chris H. asked about sick time and PTO.

Mark L. stated that current sick time balances will be grandfathered but are not payable if the employee terminates employment. Going forward employees will only accrue PTO, which is payable upon termination.

Tom G. asked about outside work details.

Mark L. stated that the details occur when events require additional police presence and are paid at a separate rate outside of overtime.

Tom G. asked if short term disability has always been provided at no cost to the employee.

Deb P. replied yes.

Tom G. asked about potential renegotiations if the town becomes liable for the Cadillac tax under the Affordable Care Act.

Mark L. replied that this language is in several agreements and protects the town if health insurance rates dramatically increase.

Tom G. asked how the increase in benefits over the next 2 years was calculated.

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Deb P. replied health insurance was based on current rates and other benefits (FICA, NHRS, Medicare) increase incrementally with wage increases.

Tom G. asked if there was analysis done regarding compensation in surrounding towns to warrant the 3% annual step increases.

Mark L. stated that only 67% of town employees are eligible for step increases. He said after looking at compensation in neighboring towns with populations under 10,000 it was determined that to be competitive police officers needed to start at the step 3 rate.

Deb P. clarified the increase for the communications supervisor.

Chris H. asked how the transition to PTO would affect costs and management oversight of employee absences.

Mark L. replied that the new PTO policy will enable management to more effectively monitor unexcused absences. He said that the time will be the same (earned time + sick time = PTO) but that the new maximum allowed for new hires is 360 hours (vs. 500 hours formerly).

Mark L. stated that the addition of 10 hour shifts will help reduce overtime.

### **Hollis Education Support Staff Association (HESSA) Collective Bargaining Agreement**

Costs for the agreement are \$58K in year one and \$46K in year two.

Rob M. summarized the changes to the HESSA agreement, which include step increases, a complete transition to health plans compliant with the Affordable Care Act, and the elimination of accrued sick time payouts for new hires.

Tom J. asked how many people are covered by the agreement.

Rob M. replied 61.

Tom G. asked what base represented in the wage scale.

Kelly S. replied that this is the first year amount for someone starting without experience and then step one would be the following year's compensation.

The agreement has been ratified by HESSA.

### **Hollis Education Association (HEA) Collective Bargaining Agreement**

Tom G. stated concern that the agreement is not yet available to be presented to BudCom.

Rob M. stated that the language is unchanged from the current agreement and is scheduled to be ratified on February 29<sup>th</sup>.

Rob M. stated that there will be a 1% increase only for employees at the top step of the wage scale.

### **Warrant Articles**

Tom G. listed the warrant articles to be presented.

Chris H. recommended presenting the Hollis School District operating budget as the second to last warrant article.

### **Proposed Warrant Article - Feasibility Study**

Rob M. stated that the energy committee has proposed implementing more efficient heating and solar energy at the Hollis school district buildings. He said that a study must be conducted to determine if HSD should move forward and this article requests funds to conduct that study.

There was a discussion about the initial cost of the project and potential return on investment.

Rob M. stated that informational packets would be provided outlining the scope of the project, costs and benefits.

Tom G. stated that an estimate of the project's total cost should be provided.

Rob M. stated that only HSD schools are part of the study.

Motion to adjourn was made by Chris H. David S. seconded. Meeting was adjourned at 8:46 PM.

Respectfully submitted,  
Christina Winsor, Tax Collector