



BUDGET COMMITTEE

Town of Hollis

Seven Monument Square
Hollis, New Hampshire 03049
Ph. 465-2209 Fax 465-3701

Minutes of January 13, 2020

Meeting was held in the Community Room, Hollis Town Hall. The Budget Committee was called to order by Tom Gehan at 7:03 PM.

Members present: Tom Gehan, Chairman; Mike Harris; Darlene Mann; Mike Leavitt; Tom Jambard, Chris Hyde; Mark LeDoux, Select Board Representative; Carryl Roy, School Board Representative

Others present: Lori Radke, Town Administrator; Rachael Gosselin, Finance Director; Susan Benz, David Petry, Peter Band, Select Board

Pledge of Allegiance was recited.

Collective Bargaining Agreement with Town Hall / Department of Public Works (AFSCME 1801)

M. LeDoux presented the tracked changes to the AFSCME 1801 Collective Bargaining agreement. The modified agreement will take effect April 1, 2020 and will be effective until March 31, 2023. *M. LeDoux* stated that both unions, 1801 and 3657, were negotiated at the same time this year to bring equanimity to the process, to have both agreements mature at the same time (3 years) and so that both agreements will be in the same budget cycle going forward.

T. Gehan asked what the annual cost would be to the Town.

M. LeDoux replied the cumulative cost for the three-year agreement is \$81,740; broken down yearly as follows: 2020 - \$46,940; 2021 - \$23,500; 2022 - \$11,300. This new agreement saves the Town approximately \$7,000 over the term. Modification to the two health care plans, Anthem and Lumenos, were made. Anthem is to make additional monthly contributions to the premium of the low deductible plan of 27% and 7.5% to the high deductible plan, Lumenos. The modified buyout for employees that do not wish to take advantage of the Town's health insurance are \$3,000 for a single and \$6,000 for a family.

M. LeDoux noted that membership to the 1801 union was modified. An assistant planner position was added to the union and the receptionist position has become non-union. Part time roles at the Department of Public Works were cleaned up to clarify roles in that department. Modified consideration for outside work details has been changed to \$53 per hour which is now uniform with AFSCME Local 3657. One day of PTO was removed. Accrued PTO buyback will now be available to members two times per year in July and December. Per section 8, article 14 of the agreement, 10 paid holidays will be recognized. Under the modified agreement, members of the Local 1801 are eligible to receive a one-time merit step increase or if longevity is reached, a certain sum per year will be paid according to the schedule. A modification to the probationary period was declared and is reflected in the wage schedule.

No changes were made to manager rights under RSA 273. No changes were made to employee rights. No changes to dental coverage or life insurance. No changes to union rights and responsibilities which are consistent with state and federal law. No agency fees are to be deducted now or in the future. There were no sidebars to the agreement.

T. Gehan requested that both contracts be distributed electronically to the committee.

Collective Bargaining Agreement with Police/ Fire/ Communications (AFSCME Local 3657)

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M. LeDoux asked union reps to provide differential data on local towns. The results were that Hollis was on the low side of the compensation scale (12-16% below. After serious consideration, adjustments to the wage schedule for this union were revised to stay competitive. Feedback from the union representative was that the adjustment to the pay scale were well received with union members. Discussions ensued as to if the revisions were adequate. Chief Hoebeke said that the revisions were a step in the right direction. *M. LeDoux* noted that the adjustment to the pay scale is not an inexpensive proposal in front of the taxpayers. However, money needs to be spent to receive the professional behavior that the town expects. *M. LeDoux* stated the cumulative cost for the three-year agreement is \$363,000; broken down yearly as follows: 2020 - \$121,000; 2021 - \$115,000; 2022 - \$126,000.

T. Gehan requested a copy of comparable annualized wage/ salary differences for Town Meeting and was given a hard copy by *M. LeDoux*.

P. Band asked Chief Hoebeke for an update on the new safety vests.

Chief Hoebeke stated that the vests are an optional purchase by the officer with no cost to town. They look very professional and serve their purpose nicely.

Tracked changes to the agreement were stated by *M. LeDoux* and are as follows. Modified consideration for outside work details has been changed to \$53 per hour which is now uniform with AFSCME Local 1801. One day of PTO was removed from the agreement. Military leave compensation was discussed; no changes were made.

The modified buyout for members of the Local 3657 that do not wish to take advantage of the Town's health insurance are \$3,000 for a single, \$6,000 for a double and \$8,000 for a family. Per the revised contract, Anthem will make an additional monthly contribution to the premium of 27% and 7.5% to the Lumenos High Deductible Plan.

C. Roy questioned why the harassment language for Local 3657 differs from Local 1801.

M. LeDoux explained that Local 3657 has their own federally mandated rules and regulations regarding harassment that they are required to follow. Since Local 1801 does not, the language in their contract has to be more specific. Discussion ensued on if the harassment clause, in its entirety, needs to be in the Local 3657 contract. The board felt that the less specific the better and the clause in 1801 may need to be reviewed.

Schedule Considerations

T. Gehan stated that he will submit a new calendar with updated meeting schedules and noted upcoming meetings as follows:

- January 27, 6:30pm – Select Board meeting
- January 28, 6:30pm – Hollis Primary School - Hollis School District bond public hearing; alternate date of January 31st
- January 29, 6:30pm – Hollis Brookline High School - Special COOP meeting for Apportionment; Form voting will occur at this meeting
- February 4 - Last day for citizens petition warrant
- February 5 - Public hearing for COOP
- February 10, 6:30pm – Town Hall Community Room - Public hearing for Town
- February 13, 6:30pm – Town Hall Community Room – Hollis School District
- March 10, 7am – 7pm – Lawrence Barn - Town Elections
- March 11 – Hollis School District Annual Meeting
- March 14, 10am – Hollis Brookline High School - Town Meeting
- March 17 & 18 – COOP Annual Meeting

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Adjournment

MOVED by Chris Hyde, seconded by Mark LeDoux that the Budget Committee adjourn the meeting. Voting in favor of the motion were Tom Gehan, Mike Leavitt, Carryl Roy, Darlene Mann, Mike Harris, Chris Hyde, and Mark LeDoux. The motion PASSED 7-0-0.

Meeting adjourned 8:23pm

Respectfully Submitted,
Jaclyn Hill