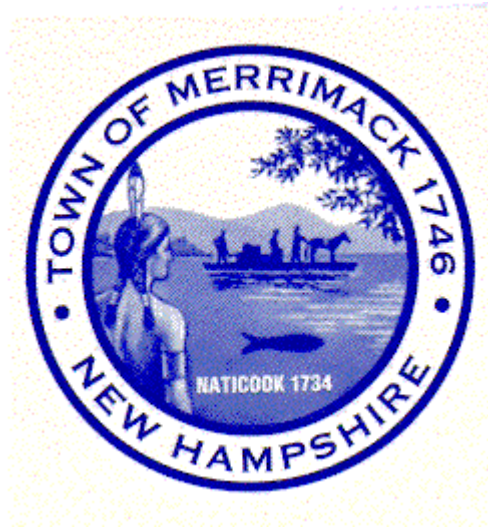


Town Meeting Guide



2015 Town Warrant
2015-16 Proposed Budget

Town of Merrimack, NH

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American Federation of State, County and Municipal Employees 93, Local 2986	



2015 Town Warrant
Town of Merrimack
6 Baboosic Lake Road, Merrimack, New Hampshire 03054



The State of New Hampshire

To the inhabitants of the Town of Merrimack in the County of Hillsborough in said state, qualified to vote in town affairs:

You are hereby notified that the First Session (*Deliberative*) of the Annual Meeting of the Town of Merrimack will be held at the Mastricola Upper Elementary School's All-Purpose Room on Baboosic Lake Road in said Merrimack on Wednesday, March 11, 2015, at 7:00 o'clock in the evening (pm) for explanation, discussion, and debate of each Warrant Article. Warrant Articles may be amended at this session per RSA 40:13, IV.

You are hereby notified that the Second Session (*Ballot Voting*) of the Annual Meeting of the Town of Merrimack will be held on Tuesday, April 14, 2015, at 7:00 o'clock in the forenoon (am) for the choice of town officers elected by official ballot, to vote on questions required by law to be inserted on the Official Ballot, and to vote on all Warrant Articles from the First Session on Official Ballot per RSA 40:13, VII. The polling place for the election of town officers, and other actions required to be inserted on the ballot, will open on said date at 7:00 o'clock in the forenoon (am) and will not close earlier than 7:00 o'clock in the evening (pm).

The aforementioned polling place will be as follows:

James Mastricola Upper Elementary School All-Purpose Room, 26 Baboosic Lake Road

Article 1

To choose all necessary town officers for the ensuing year.

Article 2

Shall the Town vote to raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$31,472,126 Should this article be defeated, the default budget shall be \$27,646,335, which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the Town Council may hold one (1) special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Recommended by the Town Council 7-0-0)

Article 3

Shall the Town of Merrimack vote to approve the cost items included in a collective bargaining agreement reached between the Merrimack Town Council and the American Federation of State, County and Municipal Employees 93, Local 2986, which calls for the following increases in salaries and benefits at the current staffing levels:

Fiscal Year	Wage Increase	Benefit Costs
2015-16	173,451	(138,429)

and further to raise and appropriate the sum of \$35,022, such sum representing the anticipated increase in salaries and benefits over those of the appropriation at current staffing levels paid in the prior fiscal year? The passage of this article will result in employees covered by the collective bargaining agreement contributing 10% towards health and dental insurance premiums and changing their health care to \$20 office visit \$10/\$20/\$45 pharmacy co-pay. These savings have been factored into the estimated increases/decreases set forth above. This collective bargaining agreement covers the labors of the Public Works Department to include Highway, Waste Water, Solid Waste, and Equipment Maintenance Divisions. (Recommended by the Town Council 7-0-0)

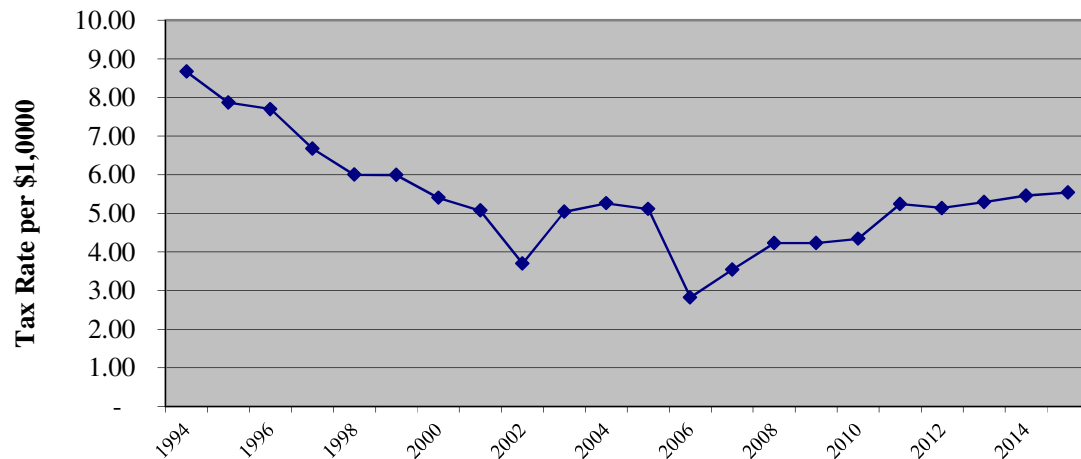
ARTICLE 2

Shall the Town vote to raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$31,472,126 Should this article be defeated, the default budget shall be \$27,646,335, which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the Town Council may hold one (1) special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Recommended by the Town Council 7-0-0)

ARTICLE 2

2015 Estimated Tax Rate		
	2015	2014
Appropriations	31,472,126	31,989,257
Estimated revenues	(16,187,461)	(16,929,232)
Tax overlay	325,000	329,797
General Fund surplus:		
Designated by ballot vote		
Property tax relief		
Veterans exemptions	704,000	704,000
Property tax levy	16,313,665	16,093,822
Valuation for state property tax rate	2,945,686.660	2,945,686.660
Municipal property tax rate	5.54	5.46

Municipal Property Tax Rate



	2015-16 Proposed Appropriations					
	Total	CRF	Other	Road	CRF	TM Operating
	Expend.	Deposits	Capital	Infrastr.	Expend.	Request
<u>GENERAL FUND EXP.</u>						
General Government	\$1,766,845	\$50,000			\$35,000	\$1,681,845
Assessing	\$309,036	\$15,000				\$294,036
Fire	\$5,614,200	\$155,000			\$282,334	\$5,176,866
Police	\$5,729,976		\$106,000			\$5,623,976
Communications	\$832,999	\$146,000				\$686,999
Code Enforcement	\$359,323					\$359,323
DPW Admin.	\$371,138					\$371,138
Highway	\$6,669,958	\$960,000	\$86,000	\$750,000	\$2,405,000	\$2,468,958
Solid Waste Disposal	\$1,289,394	\$45,000				\$1,244,394
Parks & Recreation	\$386,513		\$40,400			\$346,113
Library	\$1,043,958	\$10,000	\$15,000			\$1,018,958
Equipment Maint.	\$425,024					\$425,024
Buildings & Grounds	\$217,249		\$9,000			\$208,249
Community Development	\$525,641	\$65,000				\$460,641
Town Clerk/ Tax Collector	\$476,735					\$476,735
Welfare	\$155,057					\$155,057
Debt Service	\$449,874	\$ -	\$ -	\$ -	\$ -	\$449,874
GENERAL FUND	\$26,622,920	\$1,446,000	\$256,400	\$750,000	\$2,722,334	\$21,448,186
<u>SELF SUPPORTING FUNDS EXP.</u>						
Fire Protection	\$86,063					\$86,063
Day camp	\$174,199					\$174,199
Outside Details	\$422,133					\$422,133
Library	\$3,500					\$3,500
Fire Outside Detail	\$7,095					\$7,095
Media	\$267,351		\$45,000			\$222,351
Wastewater	\$3,527,244	\$75,000			\$185,000	\$3,267,244
Wastewater Debt	\$361,621	\$ -	\$ -	\$ -	\$ -	\$361,621
Subtotal Self Sup. Funds	\$4,849,206	\$75,000	\$45,000	\$0	\$185,000	\$4,544,206
GRAND TOTAL EXP.	\$31,472,126	\$1,521,000	\$301,400	\$750,000	\$2,907,334	\$25,992,392

APPROPRIATIONS					
	2014-15		2015-16	Increase	
<u>General Fund</u>	<u>Operating</u>		<u>Operating</u>	<u>(Decrease)</u>	
General Government	\$1,589,487		\$1,681,845	\$92,358	5.81%
Assessing	\$300,379		\$294,036	(\$6,343)	-2.11%
Fire	\$5,251,580		\$5,176,866	(\$74,714)	-1.42%
Police	\$5,510,301		\$5,623,976	\$113,675	2.06%
Communications	\$693,824		\$686,999	(\$6,825)	-0.98%
Code Enforcement	\$338,664		\$359,323	\$20,659	6.10%
DPW Admin.	\$371,191		\$371,138	(\$53)	-0.01%
Highway	\$2,447,827		\$2,468,958	\$21,131	0.86%
Solid Waste Disposal	\$1,203,940		\$1,244,394	\$40,454	3.36%
Parks & Recreation	\$354,825		\$346,113	(\$8,712)	-2.46%
Library	\$974,012		\$1,018,958	\$44,946	4.61%
Equipment Maint.	\$436,675		\$425,024	(\$11,651)	-2.67%
Buildings & Grounds	\$200,137		\$208,249	\$8,112	4.05%
Community Development	\$468,251		\$460,641	(\$7,610)	-1.63%
Town Clerk/ Tax Collector	\$463,769		\$476,735	\$12,966	2.80%
Welfare	\$154,940		\$155,057	\$117	0.08%
Debt Service	\$461,398		\$449,874	(\$11,524)	-2.50%
Subtotal G/F Operating	\$21,221,200		\$21,448,186	\$226,986	1.07%
<u>CRF Deposits</u>	2014-15		2015-16		
Gen. Govt.-Computers	\$35,000		\$35,000	\$0	0.00%
Gen. Govt. - Milfoil	\$25,000		\$15,000	(\$10,000)	-40.00%
Assessing - Reval.	\$15,000		\$15,000	\$0	0.00%
Fire- Ambulance	\$50,000		\$60,000	\$10,000	20.00%
Fire-Equipment	\$75,000		\$95,000	\$20,000	26.67%
Communications-Equipt.	\$25,000		\$146,000	\$121,000	484.00%
DPW Equipt.	\$300,000		\$300,000	\$0	0.00%
DPW Roads & Bridges	\$400,000		\$600,000	\$200,000	50.00%
DPW- DW Highway	\$50,000		\$50,000	\$0	0.00%
Solid Waste- Equipt.	\$75,000		\$45,000	(\$30,000)	-40.00%
Traffic Signal Preemption	\$0		\$10,000	\$10,000	100.00%
GIS	\$10,000		\$65,000	\$55,000	550.00%
Library	\$17,000		\$10,000	(\$7,000)	-41.18%
Subtotal CRF Deposits	\$1,077,000		\$1,446,000	\$369,000	34.26%
<u>Other Capital</u>					
Gen Govt	\$12,500		\$0	(\$12,500)	-100.00%
Parks & recreation	\$8,500		\$40,400	\$31,900	375.29%
Highway	\$75,000		\$86,000	\$11,000	14.67%
Police- Vehicles	\$128,000		\$106,000	(\$22,000)	-17.19%
Library Bld repairs	\$0		\$15,000	\$15,000	100.00%
Bldg. & Grounds- Repairs	\$9,000		\$9,000	\$0	0.00%
Subtotal Other Cap.	\$233,000		\$256,400	\$23,400	10.04%
Road Infrastructure	\$800,000		\$750,000	(\$50,000)	
CRF Expend.*	\$3,636,000		\$2,722,334	(\$913,666)	-25.13%
General Fund Totals	\$26,967,200		\$26,622,920	(\$344,280)	-1.28%

				Increase	
	2014-15	2015-16		<u>(Decrease)</u>	
General Fund Totals	\$26,967,200	\$26,622,920		(\$344,280)	-1.28%
<u>Self Supporting Funds</u>					
Fire Protection	\$87,563	\$86,063		(\$1,500)	-1.71%
Day camp	\$175,212	\$174,199		(\$1,013)	-0.58%
Outside Details	\$380,912	\$422,133		\$41,221	10.82%
Library	\$3,500	\$3,500		\$0	0.00%
EMS	\$4,500	\$7,095		\$2,595	57.67%
Media	\$270,933	\$267,351		(\$3,582)	-1.32%
Wastewater	\$3,364,805	\$3,527,244		\$162,439	4.83%
Wastewater Debt	\$734,632	\$361,621		(\$373,011)	-50.78%
Subtotal Self Supporting	<u>\$5,022,057</u>	<u>\$4,849,206</u>		<u>(\$172,851)</u>	-3.44%
Grand Totals All Funds	\$31,989,257	\$31,472,126		(\$517,131)	-1.62%

REVENUE SUMMARY					
	2014-15		2015-16		Increase
	<u>Revenue</u>		<u>Revenue</u>		<u>(Decrease)</u>
General Fund Non- Tax Revenue	\$8,061,235		\$8,175,921		\$114,686 **
Insurance Rebate Health Trust	\$75,000		\$315,000		\$240,000
Motor Vehicle Road Infrastr. Rev.	\$135,000		\$125,000		(\$10,000)
Capital Reserve Withdrawals	\$3,636,000		\$2,722,334		(\$913,666)
Self Supporting Funds Revenue	\$5,022,057		\$4,849,206		(\$172,851)
Revenue Grand Totals All Funds	\$16,929,292		\$16,187,461		(\$741,831)
** Detail of G/F Revenue Increases & Decreases					
	Increase				
	(Decrease)				
<u>General Fund Revenue</u>	<u>From 2014-15</u>				
Interest Income - tax liens	\$20,000				
Admin other Funds	(\$20,000)				
State Rooms & Meals	\$45,000				
Current Use Change Tax	\$50,000				
Motor Vehicle Permits	\$25,000				
Miscellaneous	(\$5,314)				
	\$114,686				

	Voted		Proposed				
	<u>2014-15</u>		<u>2015-16</u>				
<u>Appropriations</u>							
General Fund Operating	\$21,221,200		\$21,448,186		\$226,986		1.07%
Capital Reserve Fund Deposits	\$1,077,000		\$1,446,000		\$369,000		34.26%
Other Capital Expend.	\$233,000		\$256,400		\$23,400		10.04%
Road Resurfacing Expend	\$800,000		\$750,000		(\$50,000)		-6.25%
Capital Reserve Fund Expend.	\$3,636,000		\$2,722,334		(\$913,666)		-25.13%
Self Supporting Funds Approp.	<u>\$5,022,057</u>		<u>\$4,849,206</u>		<u>(\$172,851)</u>		-3.44%
Subtotal Appropriations	\$31,989,257		\$31,472,126		(\$517,131)		-1.62%
<u>Revenues</u>							
General Fund Non - Tax Revenues	(\$8,061,235)		(\$8,175,921)		(\$114,686)		1.42%
General Fund - insurance Rebate	(\$75,000)		(\$315,000)		(\$240,000)		320.00%
Motor Vehicle Road Infrastr. Rev.	(\$135,000)		(\$125,000)		\$10,000		-7.41%
Capital Reserve Fund Withdrawals	(\$3,636,000)		(\$2,722,334)		\$913,666		-25.13%
Self Supporting Funds Revenue	<u>(\$5,022,057)</u>		<u>(\$4,849,206)</u>		<u>\$172,851</u>		-3.44%
Subtotal Revenue	(\$16,929,292)		(\$16,187,461)		\$741,831		-4.38%
Overlay (for abatements)	\$329,797		\$325,000		(\$4,797)		-1.45%
Veterans' Credits	\$704,000		\$704,000		\$0		
To Be Raised By Taxes	\$16,093,762		\$16,313,665		\$219,903		1.37%
Divide by Town Value	\$ 2,945,686.660		\$ 2,945,686.660		\$0		
Estimated Town Tax Rate	\$5.46		\$5.54		\$0.08		1.43%

2014-15 Proposed Capital Reserve Funding										
INCLUDED IN MUNICIPAL OPERATING BUDGET										
	Actual	Actual	Actual	Balance *	Actual	Est. Expend	Balance **	Budget	Est. Expend	Balance **
	<u>2010-11</u>	<u>2011-12</u>	<u>2013-14</u>	<u>7/1/2014</u>	<u>2014-15</u>	<u>2014-15</u>	<u>6/30/2015</u>	<u>2015-16</u>	<u>2015-16</u>	<u>6/30/2015</u>
Ambulance	50,000	50,000	12,000	115,789	50,000	-	165,789	60,000	(200,000)	25,789
Athletic Fields	-	-	-	173,856	-	-	173,856	-	-	173,856
Communications Equipment	-	-	10,000	32,259	25,000	(20,000)	37,259	146,000		183,259
Computer Equipment	5,000	-	35,000	24,954	35,000	(50,000)	9,954	35,000	(35,000)	9,954
Daniel Webster Highway	-	25,000	25,000	307,404	50,000	-	357,404	50,000	(400,000)	7,404
Fire Equipment	100,000	100,000	100,000	267,723	75,000	(70,000)	272,723	95,000	(82,334)	285,389
Highway Equipment	168,000	176,960	300,000	239,629	300,000	(390,000)	149,629	300,000	(305,000)	144,629
Land Bank	-	-	-	412,657	-	-	412,657	-	-	412,657
Library Building Maintenance Fund	2,000	2,000	2,000	38,796	17,000	(53,000)	2,796	10,000	-	12,796
Playground Equipment	-	-	-	45,137	-	-	45,137	-	-	45,137
Property Revaluation	-	-	15,000	36,773	15,000	-	51,773	15,000	-	66,773
Road Improvements	-	-	-	269	-	-	269	-	-	269
Salt Shed	-	-	-	20,523	-	-	20,523	-	-	20,523
Sewer Line Extension	-	-	-	868,161	-	(868,000)	161	-	-	161
Solid Waste Disposal	40,000	-	75,000	11,324	75,000	-	86,324	45,000		131,324
Fire Station Improvements	-	-	-	279,697	-	(60,000)	219,697	-	-	219,697
Traffic Signal Pre-emption	-	-	-	-	-	-	-	10,000	-	10,000
GIS	-	-	-	-	10,000	-	10,000	65,000		75,000
Road Infrastructure CRF	-	185,000	400,000	617,866	400,000	(785,000)	232,866	600,000	(420,000)	412,866
Total CRF	365,000	538,960	974,000	3,492,817	1,052,000	(2,296,000)	2,248,817	1,431,000	(1,442,334)	2,237,483
State Bridge Aid						(1,340,000)			(1,280,000)	
Milfoil			-	289	25,000	-	25,289	15,000	-	40,289
Total GENERAL FUND	365,000	538,960	974,000	3,493,106	1,077,000	(3,636,000)	2,274,106	1,446,000	(2,722,334)	2,277,772
Sewer Infrastructure Improvements	350,000	225,000	25,000	616,843	25,000	(75,000)	566,843	75,000	(185,000)	456,843
Operating budget	715,000	763,960	999,000	4,109,949	1,102,000	(3,711,000)	2,840,949	1,521,000	(2,907,334)	2,734,615
* Anticipated Balance as of 7/1/15. Balance could vary due to interest and purchases during the 2014-15 budget										
** Estimated balance as of 6/30/16 does not include interest and may vary due to purchases during the 2015-16 budget year										

Proposed Capital Purchases

CRF	2015-16 Projects	\$\$	
Computer Equipment	Licenses / Computer-server upgrades		35,000
Fire	SCBA Breathing Apparatus		82,334
Fire Ambulance	Ambulance		200,000
Road Infrastructure	Bridge replacement - Bean Road	320,000	
	Drainage Improvements	100,000	420,000
DW Highway	Paving Chamberlin Bridge to Reeds Ferry Lumber		400,000
Highway	6 Wheel dump truck, H-31	155,000	
	Front End Loader	<u>150,000</u>	<u>305,000</u>
Total CRF Withdrawals			1,442,334
	State Bridge Aid		1,280,000
Total General Fund			<u>2,722,334</u>
Wastewater Fund			
Sewer Infrastructure	F-250 4X4 pickup with plow (replace 2005 F-250)	35,000	
	Manhole/sewer line repair (AB flume and coating)	75,000	
	Bobcat Toolcat for X-country sewer maintenance	<u>75,000</u>	
Total Wastewater Fund			<u>185,000</u>
Grand Total CRF Purchases			<u>2,907,334</u>

Default Calculations			
	2014-15	2015-16	
	Voted	Default	
	Budget	Budget	
General Town operations and charges - Article 3	31,979,257	31,979,257	
NEPBA 112 collective bargaining agreement - Article 3 (2013-14)		(13,559)	
Teamsters collective bargaining agreement - Article 4 (2013-14)		(18,221)	
NEPBA 12 collective bargaining agreement - Article 5 (2013-14)		(28,833)	
AFSCME 3657 collective bargaining agreement - Article 6 (2013-14)		(27,839)	
IAFF 2904 collective bargaining agreement - Article 7 (2013-14)		(56,529)	
Union Contract Benefit Increases (decreases)			
Health		(153,103)	
NHRS		92,671	
Other Insurance Benefits (Dental, Life, STD, WC and unemployment)		(31,974)	
One Time Purchases			
One time CRF purchases		(3,711,000)	
Debt service:			
2014-15		(1,196,030)	
2015-16	-	811,495	
Total	31,979,257	27,646,335	
Chart 4 2015-16 Default Tax Rate Comparison			
		Est. Default	
		<u>2014 Tax Rate</u>	
Default Appropriations		27,646,335	
Estimated Default Revenues (see below)		(13,280,127)	
Tax overlay		325,000	
Veterans exemptions		<u>704,000</u>	
Property tax levy		15,395,208	
Valuation for state property tax rate		2,945,686.660	
Default property tax rate		5.23	
Proposed Budget tax rate		5.54	
Variance			(0.31)
Revenue comparison:			
2015-16 revenue Proposed Budget	(16,187,461)		
Less: Capital revenue			
General Fund	2,722,334		
WWTF	<u>185,000</u>		
		(13,280,127)	
Appropriation Comparison			
2015-16 Proposed Budget Comparison	31,472,126		
Less: Capital revenue			
General Fund	(2,722,334)		
WWTF	<u>(185,000)</u>	28,564,792	
Default Budget (from above)		<u>27,646,335</u>	
Increase in appropriations (default verse proposed budget)		(918,457)	
Tax Rate variance Appropriations (918,457 divided by 2,945,686.660)		(0.31)	
Tax Rate variance Revenue		-	
Overall tax rate variance		(0.31)	

2015-16 BUDGET								
		Actual	Budget	Department	Town Manager	Council	Increase (decrease)	
Dept		2013-14	2014-15	2015-16	2015-16	2015-16	Amount	%
01	General Government	1,558,066	1,711,987	1,721,643	1,721,845	1,766,845	54,858	3.20
02	Assessing	313,201	315,379	309,094	309,094	309,036	(6,343)	(2.01)
03	Fire	5,374,739	5,506,580	5,790,324	5,677,255	5,614,200	107,620	1.95
04	Police	5,380,558	5,638,301	5,965,531	5,651,034	5,729,976	91,675	1.63
05	Communications	650,366	738,824	940,999	940,999	832,999	94,175	12.75
06	Code Enforcement	318,588	338,664	366,382	359,413	359,323	20,659	6.10
07	Public Works Administration	358,533	371,191	371,138	371,138	371,138	(53)	(0.01)
08	Highway	5,555,404	7,455,827	6,770,773	6,728,073	6,669,958	(785,869)	(10.54)
09	Solid Waste Disposal	1,555,536	1,278,939	1,400,593	1,353,589	1,289,394	10,455	0.82
13	Parks & Recreation	287,333	363,325	361,543	361,543	386,513	23,188	6.38
15	Library	1,046,438	1,044,012	1,043,958	1,043,958	1,043,958	(54)	(0.01)
16	Equipment Maintenance	405,408	436,675	425,136	425,136	425,024	(11,651)	(2.67)
17	Buildings & Grounds	205,829	209,137	217,394	217,394	217,249	8,112	3.88
21	Community Development	412,302	478,251	525,651	525,651	525,641	47,390	9.91
24	Town Clerk/Tax Collector	450,100	463,769	485,379	476,735	476,735	12,966	2.80
25	Welfare	148,120	154,940	155,057	155,057	155,057	117	0.08
27	Debt Service	472,026	461,398	449,874	449,874	449,874	(11,524)	(2.50)
	Sub Total	24,492,547	26,967,200	27,300,469	26,767,788	26,622,920	(344,280)	(1.28)
20-04	Outside Detail - Police	363,935	380,912	422,133	422,133	422,133	41,221	10.82
20-03	Outside Detail - Fire	5,999	4,500	7,095	7,095	7,095	2,595	57.67
38-15	Library	4,204	3,500	3,500	3,500	3,500	-	-
20-13	Day Camp	200,107	175,212	174,199	174,199	174,199	(1,013)	(0.58)
	Total	25,066,792	27,531,324	27,907,396	27,374,715	27,229,847	(301,477)	(1.10)
10	Wastewater Treatment	3,353,417	3,364,805	3,530,536	3,530,536	3,527,244	162,439	4.83
27	Debt Service	735,715	734,632	361,621	361,621	361,621	(373,011)	(50.78)
	Bond	371,109	-	-	-	-	-	100.00
	Sewer Fund Total	4,460,241	4,099,437	3,892,157	3,892,157	3,888,865	(210,572)	54
32	CATV Fund	288,803	270,933	267,351	267,351	267,351	(3,582)	(1.32)
							-	
33	Fire Protection Area Fund	82,011	87,563	86,063	86,063	86,063	(1,500)	(1.71)
	Grand Total	29,897,847	31,989,257	32,152,967	31,620,286	31,472,126	(517,131)	(1.62)

Article 3

Shall the Town of Merrimack vote to approve the cost items included in a collective bargaining agreement reached between the Merrimack Town Council and the American Federation of State, County and Municipal Employees 93, Local 2986, which calls for the following increases in salaries and benefits at the current staffing levels:

Fiscal Year	Wage Increase	Benefit Costs
2015-16	173,451	(138,429)

and further to raise and appropriate the sum of \$35,022, such sum representing the anticipated increase in salaries and benefits over those of the appropriation at current staffing levels paid in the prior fiscal year? The passage of this article will result in employees covered by the collective bargaining agreement contributing 10% towards health and dental insurance premiums and changing their health care to \$20 office visit \$10/\$20/\$45 pharmacy co-pay. These savings have been factored into the estimated increases/decreases set forth above. This collective bargaining agreement covers the labors of the Public Works Department to include Highway, Waste Water, Solid Waste, and Equipment Maintenance Divisions. (Recommended by the Town Council 7-0-0)

Article 3

AFSCME 93, LOCAL 2986

1. A one year agreement: July 1, 2015 – June 30, 2016
2. Effective July 1, 2015, wage increase of \$0.73 per hour (\$1,500/year) **added to the base pay for each employee and steps resume through June 30, 2016.**
3. Effective July 1, 2015, change to HMO \$20.00 office co-pay and 10/20/45 prescription plan.
4. Effective July 1, 2015, all employees to pay 10% health premium cost share.
5. Effective July 1, 2015, the Town Shall create an account managed by an independent 3rd party for the purpose of funding reimbursements to members for the difference between tier III and tier II prescription drugs under the new plan that are documented by the members doctor to be medically necessary.
6. 10% dental cost share.
7. Replace Board of Selectmen with Town Council throughout document.
8. Twenty year step at 1.5% base pay increase.

The following is a breakdown of the AFSCME 2986 Contract cost

	Cost	
Wages	\$72,834	
Steps	\$97,411	
20 Year Step	\$3,206	
Health/Dental INS savings	<u>\$(138,429)</u>	
Total Cost		\$35,022

IMPORTANT TOWN MEETING INFORMATION

Merrimack operates under the Official Ballot Law. If you have any questions, please call the Town Council's Office at 424-2331.

Session I: Deliberative Meeting

This meeting is very important!!! It is not merely a public hearing; it is a session where every money article, and most others, can be amended. For example, a warrant article for \$50,000 can be amended to read \$1 or \$250,000. An article for a town ordinance could have "shall" replaced with "shall not", thus changing the will of the petitioners. Yes, even petitioned warrant articles can be amended at this session.

It is the results of this meeting that will be on the Official Ballot, not the recommendations of the Town Council.

Town Meeting Deliberative Session:

Wednesday, March 11, 2015, 7:00 p.m.

Location- Mastricola Upper Elementary

School All-Purpose Room.

Session II: Ballot Vote

Any voter will be able to vote for all warrant articles, as amended at Session I. Please be aware that, since the entire text of any proposed ordinances will appear on the ballot, the ballot may be quite long. Sample ballots will be available before Session II. Absentee ballots will be available for this session for those who qualify.

If the budget fails, the governing body may call a special meeting to take up the issue of a revised operating budget only (not other warrant articles). This would entail Session I and Session II, just as before. If the operating budget is again defeated, the default budget becomes the official budget for the year.

Town Meeting Voting Session:

Tuesday, April 14, 2015

Voting 7:00 a.m. through 7:00 p.m.

Location- Mastricola Upper Elementary

School All-Purpose Room

