The following is a breakdown of the AFSCME 3657 Contract cost for Police and Fire Supervisors Contract cost 2% wages

	Year 1	
	Cost	
Wages	\$ 56,490	
Paramedic Stipend Increase	10,835	
Police Education Stipend	1,096	
Total Cost YR 1		\$68,421
Year	2 (53 weeks)	
	Cost	
Wages	\$ 33,099	
Paramedic Stipend Increase	-	
Police Education Stipend	1,117	
Total Cost YR 2		\$34,216
	Year 3	
	Cost	
Wages	\$ 33,067	
Paramedic Stipend Increase		
Police Education Stipend	1,096	
Total Cost YR 3		\$34,163
	Year 4	
2.5.5	Cost	
Wages	\$ 33,952	
Paramedic Stipend Increase	-	
Police Education Stipend	_	
Total Cost YR 4		\$33,952
TOTAL CONTRACT COST		\$170,752

AFSCME 93, Local 3657 and the Town of Merrimack Tentative Agreement Summary Town Council Meeting – February 12, 2019

The following shows the items agreed to:

1. Duration:

4 year contract – July 1, 2019 through June 30, 2023

- 2. **Wages**: Initial 3% wage adjustment effective July 1, 2019 for fire employees only and 2% wage increase effective July 1 in each year of 4 years of the contract for all employees in the union. See attached wage schedule and spreadsheet showing the cost for the proposed contract.
- 3. **Police Management Training Incentive**: Police Department employees can earn an additional incentive of \$416 per year if they attain certification in 2 additional FBI Law Enforcement Executive Development Association (LEEDA) Leadership Institutes (Supervisor Leadership, Command Leadership, or Executive Leadership). This incentive is in addition to the current command training certification incentive for having certification in one of these Leadership Institutes.
- 4. **Prescription Drug Plan:** Change to same plan as all other full-time employees, RX \$10/20/45
- 5. **Fire Department Paramedic Certification Incentive** Increase incentive from \$1,500 to \$3,500 per year. Pertains to Fire Department employees only.
- 6. **Life insurance:** Increase benefit for Spouse and children from to \$10,000.
- 7. The Tentative Agreement also includes other small benefit and language changes specific to the needs of the group as well as the Town.

APPENDIX A - WAGE SCHEDULE						
		3% Adjustment Fire	2%	2%	2%	2%
	Current (6/30/19)	7/1/2019	7/1/2019	7/1/2020	7/1/2021	7/1/2022
Police Lieutenant -Police	\$39.84	n/a	\$40.64	\$41.46	\$42.29	\$43.14
Police Lieutenant -Detective	\$39.84	n/a	\$40.64	\$41.46	\$42.29	\$43.14
Police Lieutenant -Prosecutor	\$39.84	n/a	\$40.64	\$41.46	\$42.29	\$43.14
Police Captain (hired prior to 2/19/2010)*	\$44.90	n/a	\$45.80	\$46.72	\$47.66	\$48.62
Police Captain (hired after to 2/19/2010)*	\$45.23	n/a	\$46.14	\$47.07	\$48.02	\$48.99
Deputy Fire Chief*	\$35.94	\$37.02	\$37.77	\$38.53	\$39.31	\$40.10
Fire Captain	\$32.32	\$33.30	\$33.97	\$34.65	\$35.35	\$36.06
Fire Marshal	\$32.37	\$33.35	\$34.02	\$34.71	\$35.41	\$36.12
Fire Administrative Officer	\$32.37	\$33.35	\$34.02	\$34.71	\$35.41	\$36.12
Fire Lieutenant	\$29.12	\$30.00	\$30.60	\$31.22	\$31.85	\$32.49
Fire Inspector	\$29.16	\$30.04	\$30.65	\$31.27	\$31.90	\$32.54
Asst. Communications Supervisor	\$26.85	n/a	\$27.40	\$27.95	\$28.51	\$29.09

*Police Captains and Deputy Fire Chiefs are FLSA exempt salaried employees. Hourly rates are shown for comparison only.

I move that the Town Council ratify the Tentative Agreement reached with the **AFSCME 93**, **Local 3657 - Police and Fire Supervisors** which includes a net cost of \$68,421 in the first year so that the Tentative Agreement may be put on the warrant for voter approval at Town Meeting.

The following is a breakdown of the Teamster (Supervisors of Highway, Solid Waste and Waste Water) Contract cost 2% wages

	Yea	r 1	
	Cost		
Wages	\$ 17,403		
Clothing Allowance	\$ 490		
STD Change	\$ 253		
Total Year 1	\$ 18,146		
	Yea	r 2	
	Cost		
Wages	\$ 18,180		
	Yea	r 3	
	Cost		
Wages	\$ 16,927		
TOTAL CONTRACT	COST	<u>\$52,253</u>	

Teamsters, Local 633 and the Town of Merrimack Tentative Agreement Summary Town Council Meeting – February 12, 2019

The following shows the items agreed to:

- 1. Duration:
 - 3 year contract July 1, 2019 through June 30, 2022
- 2. Wages: 2% wage increase in each year of the contract.
- 3. **Short-term Disability Insurance:** Benefit change from 70% up to \$700 per week to 60% but remove cap.
- 4. Boot Allowance: Increase allowance from \$130 to \$200 per year.
- 5. The Tentative Agreement also includes other small benefit and language changes specific to the needs of the group as well as the Town.

2019-20 Wage Scale		
	Low	High
Wastewater Chief Operator	\$38,509	\$84,343
Industrial Pretreatment Manager	\$38,509	\$83,139
Laboratory Manager	\$38,509	\$82,85
Wastewater Maintenance Manager	\$53,182	\$83,139
Equipment Maintenance Foreman	\$42,499	\$73,07
Secretary/Scale Operator	\$32,119	\$49,218
Secretary	\$36,858	\$52,728
Solid Waste Foreman	\$48,106	\$71,179
Roads and Bridges Foreman	\$46,784	\$76,098
Construction and Highway Foreman	\$46,784	\$76,098
Parks and Recreation Foreman	\$46,784	\$76,098
Assistant Maintenance Manager (NEW)	\$47,600	\$67,612

2020-21 Wage Scale		
2020-21 Wage Scale	Lave	11:44
M S S S S S S S S S S S S S S S S S S S	Low	High
Wastewater Chief Operator	\$39,280	\$86,030
Industrial Pretreatment Manager	\$39,280	\$84,802
Laboratory Manager	\$39,280	\$84,513
Wastewater Maintenance Manager	\$54,246	\$84,802
Equipment Maintenance Foreman	\$43,349	\$74,533
Secretary/Scale Operator	\$32,762	\$50,203
Secretary	\$37,607	\$53,789
Solid Waste Foreman	\$49,069	\$72,603
Roads and Bridges Foreman	\$47,720	\$77,620
Construction and Highway Foreman	\$47,720	\$77,620
Parks and Recreation Foreman	\$47,720	\$77,620
Assistant Maintenance Manager (NEW)	\$48,552	\$68,965

١	2021-22 Wage Scale	10	
ı		Low	High
	Wastewater Chief Operator	\$40,066	\$87,751
ı	Industrial Pretreatment Manager	\$40,066	\$86,498
	Laboratory Manager	\$40,066	\$86,203
1	Wastewater Maintenance Manager	\$55,331	\$86,498
١	Equipment Maintenance Foreman	\$44,216	\$76,024
ı	Secretary/Scale Operator	\$33,417	\$51,207
١	Secretary	\$38,376	\$54,871
ı	Solid Waste Foreman	\$50,050	\$74,055
١	Roads and Bridges Foreman	\$48,674	\$79,172
ı	Construction and Highway Foreman	\$48,674	\$79,172
١	Parks and Recreation Foreman	\$48,674	\$79,172
	Assistant Maintenance Manager (NEW)	\$49,523	\$70,344

I move that the Town Council ratify the Tentative Agreement reached with the **Teamsters Local 633 – Public Works Supervisors and Secretaries** which includes a net cost of \$18,146 in the first year so that the Tentative Agreement may be put on the warrant for voter approval at Town Meeting.

The following is a breakdown of the AFSCME 2986 (Workers- Highway, Solid Waste and Waste Water) Contract cost (offered as of 1/30/19)

	Year 1		2002
	Cost		
Wages	\$ 42,981		
Steps	\$ 4,529		
Clothing	\$ 2,925		
Sat/Sunday Differential	\$ _1,107		
Total Cost YR 1		\$51,542	
	Year 2		
	Cost		\ <u></u>
Wages	\$ 44,732		
Steps	\$ 9,514		
Clothing	-		V. 10 100
Sat/Sunday Differential	\$		
Total Cost YR 2		\$54,246	
	Year 3		
	Cost		
Wages	\$ 44,670		
Steps	\$ 10,995		
Clothing	975		
Sat/Sunday Differential	\$ -		
Total Cost YR 3		\$56,640	
TOTAL CONTRACT COST	Γ	\$162,428	1 11

AFSCME 93, Local 2986 and the Town of Merrimack Tentative Agreement Summary Town Council Meeting – February 12, 2019

The following shows the items agreed to:

1. Duration:

3 year contract – July 1, 2019 through June 30, 2022

- 2. **Wages**: 2% wage increase effective July 1 in each year of 3 years of the contract for all employees in the union. See attached wage schedule and spreadsheet showing the cost for the proposed contract.
- 3. Differential Pay: Change from \$0.75 to \$1.00/hour.
- 4. **Clothing Allowance:** Change Increase clothing allowance from \$200 to \$275 and effective July 1, 2021, increase clothing allowance to \$300.
- 5. The Tentative Agreement also includes other small benefit and language changes specific to the needs of the group as well as the Town.

Position/classification Code Step 1 Step 2 Maintainer I New Hire 6 Months Maintainer I 4001 14.32 14.84 Recycling Attendant Hourly 17.04 17.66 Equipment Operator I Hourly 18.70 19.26 Mechanic I Hourly 19.26 19.78 Mechanic I Hourly 19.54 20.06 Equipment Operator II Hourly 19.78 20.31 Compost Foreman Hourly 20.32 20.85 Equipment Operator III Hourly 20.32 20.85 Equipment Operator III Hourly 20.47 21.17	2 1 1 1 2	tep 2 Step 3 Step 12% I able 1	Step 4 3 Years 15.96 19.02 20.31 21.22 21.63	5 Years 16.68 19.87 21.22	Step 6 10 Years 16.99 20.25 21.63	Step 7 15 Years 17.30	Step 8 20 Years 17.58 20.96
Code Step 1 New Hire 14.32 4001 17.04 4002 18.70 4003 18.70 4004 19.26 4004 19.54 Hourly 19.54 4005 19.78 Hourly 20.32 4006 20.32 Hourly 20.32 Hourly 20.32 Hourly 20.47 Hourly 20.47 Hourly 20.47	Step 2 6 Months 14.84 17.66 19.26 19.78 20.06	1 Year 15.39 18.32 19.45 20.31 20.57	3 Years 3 Years 15.96 19.02 20.31 21.22	5 Years 16.68 19.87 21.22 21.74	Step 6 10 Years 16.99 20.25 21.63	Step 7 15 Years 17.30	Step 8 20 Years 17.58 20.96
New Hire 14.32 4001 14.32 4002 18.70 4003 19.26 4004 19.54 4005 19.78 4006 Hourly 19.78 4006 Hourly 20.32 4007 4008 4008 4008 4007 20.47 4008 4008 4008 4007 4008	6 Months 14.84 17.66 19.26 19.78 20.06	1 Year 15.39 18.32 19.45 20.31	3 Years 15.96 19.02 20.31 21.22 21.63	5 Years 16.68 19.87 21.22 21.74	10 Years 16.99 20.25 21.63 22.16	15 Years 17.30	20 Years 17.58 20.96
4001 Hourly 17.04 4002 Hourly 18.70 4003 Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 4007 Hourly 20.32	14.84 17.66 19.26 19.78 20.06	15.39 18.32 19.45 20.31	15.96 19.02 20.31 21.22 21.63	16.68 19.87 21.22 21.74	20.25 21.63 22.16	17.30	17.58
4001 Hourly 17.04 4002 Hourly 18.70 4003 Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.32 4007	19.26 19.78 20.06	18.32 19.45 20.31 20.57	19.02 20.31 21.22 21.63	19.87 21.22 21.74	20.25 21.63 22.16		20.96
Hourly 17.04 4002 Hourly 18.70 4003 Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.32 4007	17.66 19.26 19.78 20.06	18.32 19.45 20.31 20.57	20.31	21.22	20.25 21.63 22.16	THE STATE OF THE PARTY OF THE P	20.96
4002 Hourly 18.70 4003 Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.32 4007	19.26 19.78 20.06	20.37	20.31 21.22 21.63	21.22	21.63	20.64	
Hourly 18.70 4003 Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.32 4007	19.26	20.37	20.31 21.22 21.63	21.22	21.63		
4003 Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.32 4007	19.78	20.31	21.22	21.74	22.16	22.05	22.38
Hourly 19.26 4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.47 Hourly 20.47	19.78	20.31	21.22	21.74	22.16		
4004 Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.47	20.06	20.57	21.63			22.59	22.93
Hourly 19.54 4005 Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.47	20.06	20.57	21.63				
4005 Hourly 19.78 4006 20.32 Hourly 20.32 Hourly 20.47 4008 4008			-	22.69	23.13	23.57	23.92
Hourly 19.78 4006 Hourly 20.32 4007 Hourly 20.47 4008	THE SHALLOWS SHOW						
4006 Hourly 20.32 4007 Hourly 20.47 4008	20.31	21.00	21.85	22.67	23.11	23.56	23.91
Hourly 20.32 4007 Hourly 20.47 4008							
4007 Hourly 20.47 4008		21.81	22.42	23.27	23.72	24.19	24.56
Hourly 20.47 4008							
4008	21.17	22.22	23.27	24.12	24.58	25.06	25.43
Lab Technician Hourly 21.66 22.18	22.18	22.70	23.18	23.76	24.22	24.68	25.06
4009							
Operator II Hourly 21.08 22.12	22.12	23.17	24.22	24.83	25.31	25.79	26.19
4010							
Mechanic II Hourly 22.12 23.17	23.17	24.22	25.27	26.30	26.81	27.33	27.74
Operator II/Lab 4010							
Technician Hourly 22.12 23.17	23.17	24.22	25.27	26.30	26.81	27.33	27.74

Step 2 Step 3 Te 6 Months 1 Year 15.14 15.70 18.02 18.69 19.65 19.84 20.47 20.99 20.47 20.99 20.72 21.42 21.27 22.25 21.60 22.67 22.63 23.16 22.57 23.64	9 1 1	p 3 Step 4 ear 3 Years 70 16.28				
New Hire 6 Months 1 Year 4001 14.61 15.14 15.70 4001 17.39 18.02 18.69 4002 19.08 19.65 19.84 4003 19.65 20.18 20.72 4004 19.94 20.47 20.99 4005 20.18 20.72 21.42 4006 20.73 21.27 22.25 4007 20.88 21.60 22.67 Hourly 20.88 21.60 22.67 4008 22.10 22.63 23.16 4009 21.51 22.57 23.64 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64	6 Months 15.14 18.02 19.65		Step 5	Step 6	Step 7	Step 8
4001 Hourly 17.39 18.02 18.69 4002 Hourly 19.08 19.65 19.84 4003 Hourly 19.65 20.18 20.72 4004 Hourly 19.94 20.47 20.99 4005 Hourly 20.18 20.72 21.42 4006 Hourly 20.73 21.27 22.25 Hourly 20.88 21.60 22.67 4008 Hourly 22.10 22.63 23.16 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64	18.02		5 Years	10 Years	15 Years	20 Years
4001 4001 Hourly 17.39 18.02 18.69 4002 19.08 19.65 19.84 4003 19.65 20.18 20.72 4004 19.94 20.47 20.99 4004 19.94 20.72 21.42 4005 20.73 21.27 22.25 4006 20.73 21.27 22.25 4007 4007 20.88 21.60 22.67 4008 22.10 22.63 23.16 4009 21.51 22.57 23.64 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64	18.02		17.02	17.33	17.65	17.94
4002 Hourly 19.08 19.65 19.84 4003 Hourly 19.65 20.18 20.72 4004 Hourly 19.94 20.47 20.99 4005 Hourly 20.73 21.27 22.25 Hourly 20.88 21.60 22.67 Hourly 20.88 21.60 22.67 Hourly 21.51 22.57 23.64 4009 Hourly 21.51 22.57 23.64	19.65		70.07	20.66	21.06	71.30
Hourly 19.08 19.65 19.84 4003 19.65 20.18 20.72 4004 19.94 20.47 20.99 4005 20.18 20.72 21.42 4006 20.73 21.27 22.25 4007 20.88 21.60 22.67 Hourly 20.88 21.60 22.67 4008 22.10 22.63 23.16 4009 21.51 22.57 23.64 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64	19.65		73:01	20.04	77.00	61.30
4003 4003 Hourly 19.65 20.18 20.72 4004 19.94 20.47 20.99 4005 20.18 20.72 21.42 4006 20.73 21.27 22.25 4006 20.73 21.27 22.25 4007 20.88 21.60 22.67 4008 22.10 22.63 23.16 4009 21.51 22.57 23.64 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64			21.65	22.07	22.50	22.83
Hourly 19.65 20.18 20.72 4004 Hourly 19.94 20.47 20.99 4005 Hourly 20.18 20.72 21.42 4006 Hourly 20.73 21.27 22.25 Hourly 20.88 21.60 22.67 4008 Hourly 22.10 22.63 23.16 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64						
4004 Hourly 19.94 20.47 20.99 4005 20.18 20.72 21.42 4006 20.73 21.27 22.25 4007 20.88 21.60 22.67 Hourly 20.88 21.60 22.67 4008 22.10 22.63 23.16 Hourly 21.51 22.57 23.64 Hourly 21.51 22.57 23.64 Hourly 22.57 23.64 24.010	20.18		22.18	22.61	23.05	23.39
Hourly 19.94 20.47 20.99 4005 Hourly 20.18 20.72 21.42 4006 Hourly 20.73 21.27 22.25 4007 Hourly 20.88 21.60 22.67 4008 Hourly 22.10 22.63 23.16 4009 Hourly 21.51 22.57 23.64 4010						
4005 4005 Hourly 20.18 20.72 21.42 4006 20.73 21.27 22.25 4007 20.88 21.60 22.67 4008 22.10 22.63 23.16 Hourly 22.10 22.63 23.16 4009 21.51 22.57 23.64 Hourly 21.51 22.57 23.64	20.47		23.15	23.60	24.05	24.40
Hourly 20.18 20.72 21.42 4006 Hourly 20.73 21.27 22.25 4007 Hourly 20.88 21.60 22.67 4008 Hourly 22.10 22.63 23.16 4009 Hourly 21.51 22.57 23.64 4010						
4006 Hourly 20.73 21.27 22.25 4007 20.88 21.60 22.67 4008 22.10 22.63 23.16 Hourly 22.151 22.57 23.64 4010 22.57 23.64 24.71	20.72		23.13	23.58	24.04	24.39
Hourly 20.73 21.27 22.25 4007 Hourly 20.88 21.60 22.67 4008 Hourly 22.10 22.63 23.16 4009 Hourly 21.51 22.57 23.64 4010						
4007 4007 Hourly 20.88 21.60 22.67 4008 22.10 22.63 23.16 4009 21.51 22.57 23.64 Hourly 21.51 22.57 23.64 4010 22.57 23.64 24.74	21.27		23.74	24.20	24.68	25.06
Hourly 20.88 21.60 22.67 4008 22.10 22.63 23.16 Hourly 21.51 22.57 23.64 4010 22.57 23.64 24.71						
cian Hourly 22.10 22.63 23.16 4009 21.51 22.57 23.64 4010 22.57 23.64	21.60		24.61	25.08	25.57	25.94
cian Hourly 22.10 22.63 23.16 4009 Hourly 21.51 22.57 23.64 4010						
4009 Hourly 21.51 22.57 23.64 4010	22.63		24.24	24.71	25.18	25.57
Hourly 21.51 22.57 23.64 4010 22.57 23.64						
4010 Hourity 22 52 22 24 24 24 24 24 24 24 24 24 24 24 24	22.57		25.33	25.82	26.31	26.72
Hourist 73 CC 75 CC						
noully 22.3/ 23.64 24./1	22.57 23.64 24	71 25.78	26.83	27.35	27.88	28.30
Operator II/Lab 4010						
Technician Hourly 22.57 23.64 24.71 25.78	23.64		26.83	27.35	27.88	28.30

Position/classification Cc			AFS Attachme Effective	Attachment A - Pay Table Effective July 1, 2021 - 2%	Table I - 2%				
	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		New Hire	6 Months	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years
Maintainer I		14.91	15.45	16.02	16.61	17.37	17.68	18.01	18.30
8 Attendant Ho	4001 Hourly	17 74	18 39	19.07	19 80	89 00	21.08	27.40	107
	4002		200	10:01	20.01	20.02	77.00	C+:T7	77.01
Equipment Operator I Ho	Hourly	19.47	20.05	20.24	21.14	22.09	22.52	22.95	23.29
40	4003								
Operator I Ho	Hourly	20.05	20.59	21.14	22.09	22.63	23.07	23.52	23.86
40	4004								
Mechanic I	Hourly	20.34	20.88	21.41	22.52	23.62	24.08	24.54	24.89
40	4005								
Equipment Operator II Ho	Hourly	20.59	21.14	21.85	22.74	23.60	24.06	24.53	24.88
40	4006								
Compost Foreman Ho	Hourly	21.15	21.70	22.70	23.33	24.22	24.69	25.18	25.57
40	4007								
Equipment Operator III Ho	Hourly	21.30	22.04	23.13	24.22	25.11	25.59	26.09	26.46
40	4008								
Lab Technician Ho	Hourly	22.55	23.09	23.63	24.13	24.73	25.21	25.69	26.09
40	4009								
Operator II Ho	Hourly	21.95	23.03	24.12	25.21	25.84	26.34	26.84	27.26
40	4010								
Mechanic II Ho	Hourly	23.03	24.12	25.21	26.30	27.37	27.90	28.44	28.87
Operator II/Lab 40	4010								
Technician Ho	Hourly	23.03	24.12	25.21	26.30	27.37	27.90	28.44	28.87

I move that the Town Council ratify the Tentative Agreement reached with the **AFSCME 93, Local 2986 – Police and Fire Supervisors** which includes a net cost of **\$51,542** in the first year so that the Tentative Agreement may be put on the warrant for voter approval at Town Meeting.