

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	<u>1,096</u>		
Total Cost YR 1		\$68,421	
Year 2 (53 weeks)			
	Cost		
Wages	\$ 33,099		
Paramedic Stipend Increase	-		
Police Education Stipend	<u>1,117</u>		
Total Cost YR 2		\$34,216	
Year 3			
	Cost		
Wages	\$ 33,067		
Paramedic Stipend Increase	-		
Police Education Stipend	<u>1,096</u>		
Total Cost YR 3		\$34,163	
Year 4			
	Cost		
Wages	\$ 33,952		
Paramedic Stipend Increase	-		
Police Education Stipend	<u>-</u>		
Total Cost YR 4		\$33,952	
TOTAL CONTRACT COST		<u>\$170,752</u>	

**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

	Current (6/30/19)	3% Adjustment Fire	2% 7/1/2019	2% 7/1/2020	2% 7/1/2021	2% 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

Year 1			
	Cost		
Wages	\$ 17,403		
Clothing Allowance	\$ 490		
STD Change	\$ 253		
Total Year 1	\$ 18,146		
Year 2			
	Cost		
Wages	\$ 18,180		
Year 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	\$82,855
Wastewater Maintenance Manager	\$53,182	\$83,139
Equipment Maintenance Foreman	\$42,499	\$73,071
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

	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

2021-22 Wage Scale

	Low	High
Wastewater Chief Operator	\$40,066	\$87,751
Industrial Pretreatment Manager	\$40,066	\$86,498
Laboratory Manager	\$40,066	\$86,203
Wastewater Maintenance Manager	\$55,331	\$86,498
Equipment Maintenance Foreman	\$44,216	\$76,024
Secretary/Scale Operator	\$33,417	\$51,207
Secretary	\$38,376	\$54,871
Solid Waste Foreman	\$50,050	\$74,055
Roads and Bridges Foreman	\$48,674	\$79,172
Construction and Highway Foreman	\$48,674	\$79,172
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			
	Cost		
Wages	\$ 42,981		
Steps	\$ 4,529		
Clothing	\$ 2,925		
Sat/Sunday Differential	\$ <u>1,107</u>		
Total Cost YR 1		\$51,542	
Year 2			
	Cost		
Wages	\$ 44,732		
Steps	\$ 9,514		
Clothing	-		
Sat/Sunday Differential	\$ <u>-</u>		
Total Cost YR 2		\$54,246	
Year 3			
	Cost		
Wages	\$ 44,670		
Steps	\$ 10,995		
Clothing	975		
Sat/Sunday Differential	\$ -		
Total Cost YR 3		<u>\$56,640</u>	
TOTAL CONTRACT COST		<u>\$162,428</u>	

**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.

AFSCME 2986

**Attachment A - Pay Table
Effective July 1, 2019 - 2%**

Position/classification	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		14.32	14.84	15.39	15.96	16.68	16.99	17.30	17.58
Recycling Attendant	4001 Hourly	17.04	17.66	18.32	19.02	19.87	20.25	20.64	20.96
Equipment Operator I	4002 Hourly	18.70	19.26	19.45	20.31	21.22	21.63	22.05	22.38
Operator I	4003 Hourly	19.26	19.78	20.31	21.22	21.74	22.16	22.59	22.93
Mechanic I	4004 Hourly	19.54	20.06	20.57	21.63	22.69	23.13	23.57	23.92
Equipment Operator II	4005 Hourly	19.78	20.31	21.00	21.85	22.67	23.11	23.56	23.91
Compost Foreman	4006 Hourly	20.32	20.85	21.81	22.42	23.27	23.72	24.19	24.56
Equipment Operator III	4007 Hourly	20.47	21.17	22.22	23.27	24.12	24.58	25.06	25.43
Lab Technician	4008 Hourly	21.66	22.18	22.70	23.18	23.76	24.22	24.68	25.06
Operator II	4009 Hourly	21.08	22.12	23.17	24.22	24.83	25.31	25.79	26.19
Mechanic II	4010 Hourly	22.12	23.17	24.22	25.27	26.30	26.81	27.33	27.74
Operator II/Lab Technician	4010 Hourly	22.12	23.17	24.22	25.27	26.30	26.81	27.33	27.74

AFSCME 2986

**Attachment A - Pay Table
Effective July 1, 2020 - 2%**

Position/classification	Code	Step 1 New Hire	Step 2 6 Months	Step 3 1 Year	Step 4 3 Years	Step 5 5 Years	Step 6 10 Years	Step 7 15 Years	Step 8 20 Years
Maintainer I		14.61	15.14	15.70	16.28	17.02	17.33	17.65	17.94
Recycling Attendant	4001 Hourly	17.39	18.02	18.69	19.41	20.27	20.66	21.06	21.38
Equipment Operator I	4002 Hourly	19.08	19.65	19.84	20.72	21.65	22.07	22.50	22.83
Operator I	4003 Hourly	19.65	20.18	20.72	21.65	22.18	22.61	23.05	23.39
Mechanic I	4004 Hourly	19.94	20.47	20.99	22.07	23.15	23.60	24.05	24.40
Equipment Operator II	4005 Hourly	20.18	20.72	21.42	22.29	23.13	23.58	24.04	24.39
Compost Foreman	4006 Hourly	20.73	21.27	22.25	22.87	23.74	24.20	24.68	25.06
Equipment Operator III	4007 Hourly	20.88	21.60	22.67	23.74	24.61	25.08	25.57	25.94
Lab Technician	4008 Hourly	22.10	22.63	23.16	23.65	24.24	24.71	25.18	25.57
Operator II	4009 Hourly	21.51	22.57	23.64	24.71	25.33	25.82	26.31	26.72
Mechanic II	4010 Hourly	22.57	23.64	24.71	25.78	26.83	27.35	27.88	28.30
Operator II/Lab Technician	4010 Hourly	22.57	23.64	24.71	25.78	26.83	27.35	27.88	28.30

AFSCME 2986

**Attachment A - Pay Table
Effective July 1, 2021 - 2%**

Position/classification	Code	Step 1 New Hire	Step 2 6 Months	Step 3 1 Year	Step 4 3 Years	Step 5 5 Years	Step 6 10 Years	Step 7 15 Years	Step 8 20 Years
Maintainer I		14.91	15.45	16.02	16.61	17.37	17.68	18.01	18.30
Recycling Attendant	4001 Hourly	17.74	18.39	19.07	19.80	20.68	21.08	21.49	21.81
Equipment Operator I	4002 Hourly	19.47	20.05	20.24	21.14	22.09	22.52	22.95	23.29
Operator I	4003 Hourly	20.05	20.59	21.14	22.09	22.63	23.07	23.52	23.86
Mechanic I	4004 Hourly	20.34	20.88	21.41	22.52	23.62	24.08	24.54	24.89
Equipment Operator II	4005 Hourly	20.59	21.14	21.85	22.74	23.60	24.06	24.53	24.88
Compost Foreman	4006 Hourly	21.15	21.70	22.70	23.33	24.22	24.69	25.18	25.57
Equipment Operator III	4007 Hourly	21.30	22.04	23.13	24.22	25.11	25.59	26.09	26.46
Lab Technician	4008 Hourly	22.55	23.09	23.63	24.13	24.73	25.21	25.69	26.09
Operator II	4009 Hourly	21.95	23.03	24.12	25.21	25.84	26.34	26.84	27.26
Mechanic II	4010 Hourly	23.03	24.12	25.21	26.30	27.37	27.90	28.44	28.87
Operator II/Lab Technician	4010 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.