

February 16, 2015

To the Members of the Select Board
Town of Moultonborough
Moultonborough, New Hampshire 03254

The ABC has reviewed the results of the one year Collective Bargaining Agreement (CBA) (March 17, 2012-June 30, 2015) between the Moultonborough Police Benevolent Association Local 52 and the Town of Moultonborough. In a vote of 6-0 (6 in favor, 0 against) the Committee has agreed to support the contract.

The Committee would like to commend the effort made by both the Select Board negotiators and negotiators for the Moultonborough Police Benevolent Association. It is this Committee's opinion that the proposed contract represents a fair and reasonable agreement for both parties. We further note that it is our opinion that the financial impact of this one-year agreement is not significantly different from that which would have been realized without collective bargaining.

In an attempt to provide the community with a factual understanding of the proposed contract stipulations, we have summarized the major issues and presented our thoughts below. We request that the community take the time to understand the proposed contract changes prior to voting.

Proposed contract

The Moultonborough Police contract is proposed to cover one year, beginning July 1, 2015, and ending June 30, 2016. This is the second contract between the Police Association and the Town of Moultonborough. The Committee notes that both parties will resume negotiating a three year contract within 45 days of assumed approval of the one year contract at the 2015 Town Meeting. Many of the current contract changes are centered on clarifying and codifying existing terms, conditions, provisions, current policies and benefits. The following represent the major dollar cost contract provisions.

Salary

Over the term of the one year contract, the total increase in police salaries including longevity awards and waged based benefits (e.g. FICA, retirement, workers' comp) will be equivalent to any increases made to all other non-union town employees.

- Effective April 1, 2015 the Labor Grade and Step schedule applicable to the union positions currently in place will be adjusted to reflect a 1.5 % cost of living increase.
- Any further increase in general cost of living (COLA) between April 1, 2015 and June 30, 2016 granted by the Town to non- union employees will be consistently applied to the Step and Grade schedule applicable to the eligible employees covered under the union contract.
- The total increase in police union salaries and related benefits for 2015-2016 represents approximately \$8,250 for 2015 and \$11,000 for 2016.

Insurances

The Town will provide group health insurance which is substantially equivalent to the Mathew Thornton Blue 10 RX\$ 10/20/45/M\$, a group dental plan substantially equivalent to the Delta 3C program, a life insurance policy equivalent to 1 times the annual base salary with a maximum value of \$50,000, and a long term disability insurance policy of 60 % of the employees base salary with a maximum monthly benefit of \$6,000 and subject to a ninety day waiting period. Employees who are employed by the Town as of January 1, 2015 shall contribute 10 % of the costs of such coverage. Those employed by the Town after January 1, 2015 shall contribute 15% of the costs of such coverage.

The Committee strongly supports the increased contribution rate of 15 % for all new hires.

Summary

As stated in Article 1 of the proposed contract:

It is the purpose of this agreement to achieve and maintain harmonious relations between the Town and the Union, and to provide for the equitable and peaceful adjustment of contractual differences which may arise, through proactive, constructive, and cooperative interaction, and to continue the existing harmonious relationship between the Town and its employees to promote the efficiency, morale, wellbeing, and security of said employees, and to establish proper standards of wages and benefits, hours, and other conditions of employment.

The ABC is supportive of the proposed contract. We believe that the proposed contract represents a fair and reasonable agreement. We request that the Town and Union members continue to work together to identify and initiate alternatives that will provide a fair, competitive and cost effective environment for both employees and taxpayers.

Respectfully submitted,

Jean Beadle, Chair - ABC

Moultonborough Budget Advisory Committee

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| Members: | Alan Ballard | (Member at Large) |
| | Jean Beadle | (Member at Large) |
| | Amanda Bergquist | (Member at large) |
| | Linda Murray | (Alternate at Large) |
| | Kathy Garry | (School Board Representative) |
| | Barbara Sheppard | (Library Trustee Representative) |
| | Chris Shipp | (Select Board Representative) |