



Town of Hooksett

WARRANT ARTICLE REQUEST FORM

Revised 1/31/2024

Date of Request: 10/18/2023

Date of Town Meeting: March 2024

Name of Department Submitting Request: Non-Union Wages

1. Please provide the wording of the proposed article.

To see if the town will vote to raise and appropriate the sum of **\$126,490.00** for an increase in salaries and benefits for non-union full-time and part-time Town personnel.

<u>Fiscal Year</u>	<u>Salaries</u>	<u>Benefits</u>	<u>Total</u>
2024-25	\$106,938.00	\$19,552.00	\$126,490.00

The estimated tax rate impact is \$0.04. Recommended by Town Council (7 Yes – 0 No); Recommended by Budget Committee (7 Yes – 3 No).

2. Voters' Guide Explanation:

This article provides a cost-of-living-adjustment (Cola) increase of 3.2% and an additional merit increase of up to 1% to 25 full-time and 31 part-time non-union employees on the first Monday in July 2024. Included in the cost is \$8,432.00 for the Town Administrator to use to address any issues that arise. Non-union employees cover all departments including Library. Seasonal and contract employees are not included.

Cola is based on the five-year average of the Northeast Urban CPI. Merit increases will be determined based on the employee's performance evaluations.

3. If this article is not passed at Town Meeting or approved by the Town Council, what affect would this have on your department goals and programs?

If this article does not pass, the non-union employees in each of the departments will not realize a salary increase for FY 2024-25 which will have a negative impact on employee morale. Two years ago, the Town made large strides in adjusting to the labor market and the support of this article continues to put the Town in the best position to retain current employees and hire new employees.

4. Is any further information necessary for the deliberation? Last year this article was supported by Town Council, Budget Committee and the voters at a cost of \$120,638.