



Town of Hooksett

WARRANT ARTICLE REQUEST FORM

Revised 1/31/2024

Date of Request: October 2023

Date of Town Meeting: March 2024

Name of Department Submitting Request: DPW Union Teamsters Local 633

1. Please provide the wording of the proposed article.

To see if the town will vote to approve the cost items included in the collective bargaining agreement reached between the Hooksett Town Council and the Public Works' Employees Local 633, Teamsters which calls for the following increases in salaries and benefits at the current staffing level:

<u>Fiscal Year</u>	<u>Salaries</u>	<u>Benefits</u>	<u>Estimated Increase</u>
2024-25	\$164,462.00	\$40,227.00	\$204,689.00

and further to raise and appropriate **\$204,689.00** for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. The estimated tax rate impact is \$0.06. Recommended by Town Council (7 Yes – 0 No); Recommended by Budget Committee (8 Yes- 2 No).

2. What is the intent and purpose of the article?

This union has 23 full-time members and has negotiated a one-year contract to bring the employees and the union's pay scale in line with the market conditions. The average increase is 14%. The contract includes a one-time bonus of \$500 and a paid 30-minute lunch break. Also negotiated in this contract is a change in work hours, working longer days. Monday through Thursday and a shorter day on Friday. Employees are still working 40 hours each week.

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?

The current union contract will expire June 30, 2024, and the Town will be required to maintain the same level of cost benefits to the employees at the time the contract expires, until another contract is approved.

4. Estimated cost? \$204,689.00

5. Is any further information necessary for the deliberation?

As an example of Hooksett's current situation, today the starting pay for a Truck Driver is \$17.75. Under this new contract that starting pay would be \$20.06, which is more competitive with other NH communities and should help attract and retain these critical service providers.