



# Town of Hooksett

## WARRANT ARTICLE REQUEST FORM

Revised 1/31/2024

**Date of Request:** December 6, 2023    **Date of Town Meeting:** March 2024

**Name of Department Submitting Request:** Fire Local 3264, IAFF

### **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 Hooksett Permanent Firefighters Association Local 3264, IAFF which calls for the following increases in salaries and benefits at the current staffing level:

#### **Estimated increase over prior year.**

<u>Fiscal Year</u>	<u>Salaries</u>	<u>Benefits</u>	<u>Estimated Increase</u>
2024-25	\$87,782.00	\$33,173.00	\$120,955.00
2025-26	\$87,119.00	\$32,260.00	\$119,379.00
2026-27	\$87,257.00	\$32,311.00	\$119,568.00

and further to raise and appropriate **\$120,955.00** for the current fiscal year; of this amount \$10,355.00 is authorized to be withdrawn from the Ambulance Revenue Fund, and the balance of \$110,600.00 to be raised from general taxation. 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 \$0.03. Recommended by Town Council (7 Yes – 1 No); Recommended by Budget Committee (7 Yes – 3 No).

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

The passing of this article will ensure the implementation of the negotiated agreement between the town and the firefighter's collective bargaining unit (IAFF, Local 3264). This agreement provides 17 firefighters, six lieutenants and two captains a cola of 1.5% and a step increase each year. The step system has the first six steps at 3% increases and the last six steps at 2% increases. In addition, this agreement provides firefighter/paramedics an additional 2% in year one and 1% in year two and three. Overall firefighters will receive an average of 4.3% increase each year. The lieutenants and captains will receive an average of 3.1% each year.

There are some cost savings with regards to unscheduled sick time not being included in hours worked for overtime calculations, and some long-term savings in the number of hours earned in vacation time.

### **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 levels of cost benefits to the employees at the time the contract expires, until another contract is approved.

### **4. Estimated cost? \$120,955.00**