



# Town of Hooksett

## WARRANT ARTICLE REQUEST FORM

Revised 1/31/2024

**Date of Request:** November 2023

**Date of Town Meeting:** March 2024

**Name of Department Submitting Request:** Police Supervisors 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 Hooksett Police Supervisors Union Local 633, Teamsters 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	\$ 42,753.00	\$ 11,768.00	\$ 54,521.00
2025-26	\$ 42,718.00	\$ 14,643.00	\$ 57,361.00
2026-27	\$ 35,714.00	\$ 11,215.00	\$ 46,929.00

and further to raise and appropriate **\$54,521.00** 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 \$0.02. Recommended by Town Council (7 Yes – 0 No); Recommended by Budget Committee (6 Yes – 3 No).

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

The passing of this article will ensure the implementation of the negotiated agreement between the town and ten police supervisors. This negotiated agreement offers police sergeants, lieutenants and one dispatch supervisor the following: an average of 11% pay increase over three years(3.66% per year average); increase in detail rates (paid by requesting company and has no impact on taxpayers); 100% of employee sick bank paid out if the employee is killed in the line of duty; additional carryover vacation time; one additional bereavement day; \$1,000 increase in longevity bonus; annual payments for college degrees and reimbursement for job related educational expense. The agreement shifts some costs associated with medical insurance back to the employees.

**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?** \$54,521.00