



Delegation Meeting Minutes
August 24, 2015 at 6:00 pm

Chair Frank Tilton called the Belknap County Delegation meeting to order at 6:00 pm on the above date at 34 County Drive, Laconia, NH and Representative Spanos recited the pledge of allegiance. The Chair asked the Clerk to call the roll.

In Attendance: Representatives Aldrich, Dumais, Fields (arrived @6:35pm), Fisher, Flanders (arrived @7:00 pm), Fraser, Gallagher, Howard, Hurt, Lebreche, Luther, Russell, Spanos, Tilton and Vadney.

Absent: Representative Comtois, Sylvia and Varney.

Minutes: M/Aldrich, S/Luther to approve the 07/27/15 minutes as written. Unanimous. **Motion passed.**

Consider Cost Items: Chair Tilton asked for a summary. Commissioner DeVoy stated the members of the negotiating committee were himself, Commissioner Taylor, Administrator Shackett and Roger Gray from Sanbornton. He stated it is a two year contract and the members are willing to accept the lower cost insurance for a pay raise. Rep. Howard asked about the legality of the union formation. Commissioner DeVoy stated he asked around and it is not uncommon. Chair Tilton stated he went through this in Laconia and there is no point in fighting it as it had been approved by the state. Rep. Gallagher stated he looked at the contract and there are excellent benefits for both parties. He asked if the employees currently have a section 125 pre-tax option. Commissioner DeVoy stated yes. Rep. Gallagher asked if the plan is to be paid 100% by the employer. Commissioner DeVoy stated when the contract expires the employee contribution could be increased. Rep. Gallagher stated his concern is not knowing what the premiums will be. Commissioner DeVoy stated the Teamsters are offering the members their plan and the county will not pay more than the site of service premiums. Rep. Howard asked for an explanation of the opt-out payout. Administrator Shackett stated it is in accordance with county policy. She stated it is an incentive to save the county money. Rep. Hurt asked why the increases are retro to 4/1/15. Commissioner DeVoy stated they have been negotiating for a while and the employees have been paying deductibles. Rep. Tilton stated the employees are taking a risk due to the potential for high deductibles. Rep. Hurt asked what the deductibles would be on the new plan. Administrator Shackett stated \$1,000/\$2,000/\$3,000 max per family. Rep. Vadney stated he is always very cautious of retro raises. He suggested giving a lump sum and increasing the hourly rate after. Commissioner DeVoy stated they have to start somewhere and these employees work hard. Rep. Vadney asked about the savings if the other unions voted to switch. Commissioner DeVoy stated it would be \$1200 x 111 employees. Rep. Howard asked if there were two different options for insurance. Commissioner DeVoy stated they could take the

Teamsters insurance, County insurance or opt-out. Rep. Spanos stated while this is not ideal scenario it is a negotiating tool for the other three unions. Rep. Gallagher stated his objection is to the county paying 100% of the premiums. He stated the pay adjustment is well deserved. Chair Tilton asked the Clerk to call roll to vote to approve the cost items of the contract. Roll call vote 10-5. Rep. Aldrich, Dumais, Fields, Fisher, Flanders, Fraser, Luther, Russell, Tilton and Varney voted in favor of the motion. Rep. Gallagher, Howard, Hurt, Lebreche and Spanos were opposed. **Motion passed.**

Public Input: Kim Richardson, Belknap County employee for 9 years, stated it took a lot of discussion to give up the insurance to a policy that has a deductible. She stated they were there as county employees who give a lot and do not get a lot in return. Barbara Howard, Alton, stated that she was proud of everyone that voted no. Roger Gray, member of negotiation committee, stated both sides were very professional. He also complimented Administrator Shackett and stated they could not have done this without her. Kevin Foley, Teamsters Local 633 Rep., stated the employees stepped up in a big way. He stated there was a lot of thought and professionalism. Joel Weinrebe, Belmont, thanked the people that voted no. Commissioner DeVoy thanked everyone involved.

Adjourn: M/Luther, S/Spanos to adjourn at 7:25 pm. Unanimous vote. **Motion passed.**

Respectfully submitted,



Brian Gallagher, Clerk of the Delegation