



Delegation Meeting Minutes April 4, 2016 at 6:00 pm

The meeting was opened on April 4, 2016 at 6:00 pm. The following were in attendance: Representatives Aldrich, Fields, Flanders and Tilton. The meeting was recessed at 6:08 pm until April 6, 2016 at 6:00 pm due to a lack of quorum.

The meeting was opened on April 6, 2016 at 6:00 pm. The following were in attendance: Representatives Dumais, Fields, Flanders, Russell, Spanos, Tilton and Vadney. The meeting was recessed at 6:15 pm until April 8, 2016 at 5:00 pm due to a lack of quorum.

Chair Frank Tilton called the Belknap County Delegation meeting to order at 5:00 pm on April 8, 2016 at 34 County Drive, Laconia, NH. The Chair asked the Clerk to call the roll.

In Attendance: Representatives Dumais, Fields, Fisher (at 5:17pm), Flanders, Gallagher, Howard, Hurt, Russell, Spanos, Tilton, and Vadney. Rep. Aldrich was present via phone.

Absent: Representative Comtois, Fraser, Lebreche, Sylvia and Varney.

Collective Bargaining Agreement Cost Items: Commissioner DeVoy introduced the negotiating team, Commissioner Taylor, County Administrator Debra Shackett and Roger Gray (paid citizen). County Administrator Shackett reviewed RSA 91-A for telephone participation of a meeting. Rep. Aldrich stated he had a previous engagement and that his wife and dog were in a separate room in the house. Commissioner DeVoy stated the negotiating team had been working with the department of corrections for a contract. He stated they have not had a contract in four years. Commissioner DeVoy stated they negotiated a change in health insurance for a pay increase. He stated the cost items will not require any funds from the contingency line. Roger Gray stated he was looking at the contract from a tax payer stand point and to make sure it is fair for the County and staff. He stated with any suggested changes Administrator Shackett was there to calculate the numbers. Mr. Gray stated they have worked very hard and had several meetings. He stated a paid mediator was involved for the final meeting which resulted in both parties reaching an agreement. Superintendent Keith Gray spoke about an article in the American Jails Journal. The article spoke about the toll it takes on a person working in the jail. Rep. Howard asked about the \$1,000.00 bonus and what plans people were choosing. Administrator Shackett stated there were 11 family, 6 single and 4 2-person plans. Rep. Gallagher asked if the \$1,000.00 went into the employees' base pay. Commissioner DeVoy stated it is a onetime payment. Rep. Gallagher asked if other insurance companies were looked at. Commissioner DeVoy stated they had not, but there was a clause in the contract to allow a change to a comparable insurance. Rep. Gallagher stated with the new plan the employer pays the entire premium. He asked if other government agencies were looked at to see how much

the employer pays towards the premiums. Commissioner DeVoy stated we got what we needed but not what we wanted and indicated they had not. He stated it will save money for the tax payers. Rep. Vadney asked when the bonus will be paid. Commissioner DeVoy stated the first week of December to current union employees. Rep. Hurt asked if the pay increases increased retirement contributions. Commissioner DeVoy stated yes that it is based on pay. Rep. Howard asked if the step and cost of living increases were based on where they are now. Commissioner DeVoy stated yes. Rep. Gallagher asked if the results of the vote could be shared. Commissioner DeVoy stated the employee vote was unanimous and the Commissioners was 2-0. Rep. Tilton stated the deductible is a risk to the employee. Rep. Spanos asked Commissioner Burchell what his vote would have been. Commissioner Burchell stated he was not part of the negotiating team and would prefer some sort of contribution by the union. He stated he would be willing to accept that it's the best agreement. Rep. Hurt asked if the County was picking up the premiums. Commissioner DeVoy stated yes. Rep. Tilton asked to have the cost for the County pointed out. Commissioner DeVoy reviewed the cost of the current plan versus the proposed plan change. Rep. Tilton stated due to not having a contract the County had to contribute to the higher plan. Rep. Vadney stated this is roughly half the cost for insurance. Rep. Howard asked if the health insurance had been locked in for 2 years. Commissioner DeVoy stated it had not and they estimated a 6.5% increase. Rep. Gallagher stated it is significant that it was a unanimous vote and he supports it. M/Fields, S/Vadney to accept the collective bargaining agreement. Unanimous. **Motion passed.**

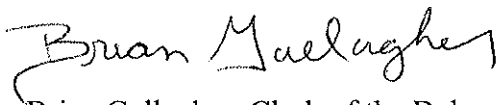
Transfer Request #2016.04: Rep. Tilton stated this transfer is to cover the cost items in the contract. Commissioner DeVoy stated the entire amount is coming from health savings, nothing from contingency. M/Russell, S/Fields to approve transfer request #2016.04 in the amount of \$50,013.00. Unanimous. **Motion passed.**

Transfer Request #2016.01: Commissioner DeVoy stated this request is to move forward with electronic medical records. M/Vadney, S/Fields to approve transfer request #2016.01 in the amount of \$9,000.00. Discussion: Rep. Hurt asked why the project could not be done wirelessly. Commissioner DeVoy stated hard wired is more reliable. Rep. Hurt asked if the quote was for one electrician. Commissioner DeVoy stated it was for the electrician and switch. He stated that the electrical work was bid out and awarded to the lowest bidder. Unanimous. **Motion passed.**

Minutes 2/22/16 & 3/1/16: M/Gallagher, S/Hurt to approve the minutes of 2/22/16 & 3/1/16. Unanimous. **Motion passed.**

Adjourn: M/Hurt, S/Aldrich to adjourn at 5:57 pm. Unanimous vote. **Motion passed.**

Respectfully submitted,



Brian Gallagher, Clerk of the Delegation