



Delegation Meeting Minutes
June 20, 2016 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. Representative Howard led the pledge of allegiance. The Chair asked the Clerk to call the roll.

In Attendance: Representatives Aldrich, Dumais, Fields, Fisher, Flanders, Gallagher, Howard, Hurt, Spanos, Sylvia, Tilton, Vadney and Varney.

Absent: Representative Comtois, Fraser, Lebreche, and Russell.

Minutes 5/9/16: Rep. Flanders stated recited the pledge should be changed to let the pledge. M/Fields, S/Aldrich to approve the minutes of 5/9/16 with the change. Unanimous. **Motion passed.**

Cost Items for Collective Bargaining Agreement: Rep. Tilton stated the Delegation only votes on the cost items. Commissioner DeVoy introduced the negotiating team; Roger Gray (Sanbornton), County Administrator Debra Shackett and Commissioner Taylor. Mr. Gray stated there was no publicity of the negotiations but it was difficult. He stated the employees had been without a contract since 2012. Mr. Gray stated both sides were very professional. He stated as a tax payer representative he believes the agreement is fair for both parties. Commissioner DeVoy stated it is a 15 member unit. He reviewed the cost items for the agreement. Commissioner DeVoy stated it is important that we move the employees to the site of service health plan. Rep. Gallagher stated the Commissioner vote was 3-0 and asked what the employee vote was. Commissioner DeVoy stated it was unanimous. Rep. Gallagher asked how long employees have to stay on the opt-off for insurance. County Administrator Shackett stated until they have a life changing event. Rep. Hurt asked if they opt to go with NNBT for insurance do they qualify for the opt-out. Commissioner DeVoy stated no. Rep. Tilton stated the County is responsible for the current cost of health insurance until a new agreement is reached. Rep. Howard asked how the steps/grades get assigned. Commissioner DeVoy stated the Sheriff decides the step. County Administrator Shackett stated each position has a grade assigned to it. Rep. Sylvia asked if the cost of the health insurance plan was stable. Commissioner DeVoy stated they are estimating a 6% increase. He stated they always do RFP's to make sure we are getting the best price. Rep. Gallagher asked if anyone from the Teamsters would like to comment. Steve Colcord stated he sat in on the negotiations and it was a unanimous vote. He said the opt-off will be a good savings. Mr. Colcord stated they are willing to change insurance to a comparable plan to save money. Rep. Dumais asked if all cost items were included in the contract. Commissioner DeVoy stated they were. Rep. Howard asked if the step was a 3% increase. Commissioner DeVoy stated it was. He stated that new employees will not receive a step increase in year one.

Rep. Hurt asked if the COLA was on top of the step increase. Commissioner DeVoy stated it was. Rep. Howard stated for the folks that opt out they get a \$4,000.00 bonus. Commissioner DeVoy stated the downside is that they pay taxes on it. Rep. Tilton asked if there is documented proof that an employee has insurance elsewhere when receiving the opt-out. Commissioner DeVoy stated proof is required. Rep. Howard stated the opt-out increased and asked if more employees might take it. Commissioner DeVoy stated that was the hope. Rep. Sylvia asked if there would be public comment. Rep. Tilton stated there would not be as it was not a public hearing. Rep. Spanos stated it is better to give increased wages and less expensive insurance. Rep. Sylvia stated the contract is for two years and asked if the benefits continue after the two years. Rep. Tilton stated the benefits that already exist will be paid until another agreement is reached. Rep. Sylvia asked if the pay increases will be included. Rep. Tilton stated no. M/Fields, S/Fisher to approve the cost items for the collective bargaining agreement. Unanimous. **Motion passed.**

Rep. Vadney requested that the Commissioners find out for certain that employees provide proof of alternate insurance. Commissioner DeVoy stated it required annually. Rep. Vadney thanked Mr. Gray for his time on the negotiating teams.

Rep. Sylvia asked Chairman Tilton if they could discuss the CHSN waiver. Rep. Tilton stated it can put on the agenda at a later date. Rep. Sylvia stated it is something that needs to be discussed. Rep. Tilton asked for bulleted items showing the problems. He stated he did not want to talk about it without the background information. Rep. Sylvia stated it requires appropriations and it's a big issue that needs to be approached. Rep. Howard asked if they could discuss the co-signing of a grant for the Child Advocacy program. Rep. Tilton stated to get the details and background information. He stated it can be put on the agenda for a later meeting.

Adjourn: M/Fields, S/Aldrich to adjourn at 6:51 pm. Unanimous vote. **Motion passed.**

Respectfully submitted,

A handwritten signature in blue ink that reads "Brian Gallagher". The signature is written in a cursive style with a large initial "B" and "G".

Brian Gallagher, Clerk of the Delegation