



## Delegation Meeting Minutes November 22, 2016 at 6:00 pm

Vice Chair Herb Vadney called the Belknap County Delegation meeting to order at 6:00 pm on the above date at 34 County Drive, Laconia, NH. Representative Dumais led the pledge of allegiance.

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

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

**Minutes 10/24/16:** M/Aldrich, S/Fields to approve the minutes of 10/24/16 with one minor spelling correction. Unanimous. Motion passed.

**Cost Items for Collective Bargaining Agreement:** Commissioner DeVoy stated the negotiating committee has worked very hard with this contract. He stated with no agreement the County will be paying \$200,000.00 per year. Commissioner DeVoy stated all other unions and non-union employees are on the site of service plan for health insurance.


Roger, Gray public citizen for negotiating committee, stated an agreement had been reached earlier in the spring with a paid negotiator but the union members did not vote for it. He stated they started negotiating again in September. Mr. Gray stated the primary objective was to move the employees to the low cost provider (LP) health insurance plan. He stated they negotiated a 2 year contract. Mr. Gray stated the real savings to the County will come in subsequent years. He stated employees definitely have skin in the game as they will now have a deductible for their health insurance. Mr. Gray stated should the cost items be approved it will be the first time in four years that all departments have a current signed contract.

Commissioner DeVoy stated all three Commissioners voted for the contract and a clear majority of the staff voted for it. Rep. Vadney asked of all the total number of County employees what percent comes under a union contract and how many are non-unionized. Commissioner DeVoy stated 40 employees out of 250 are non-union. Commissioner DeVoy stated with the health reimbursement arrangement (HRA) anything the employee does not use comes back to the County. Rep. Gallagher asked if there was anyone in attendance from the union to comment. Commissioner DeVoy stated there was not. Rep. Howard asked if the current projections are based on current staffing levels. Commissioner DeVoy stated that was correct. He stated there are 81 eligible employees but only 71 are on the health insurance. County Administrator Shackett stated that all 81 will receive the \$2,000.00 bonus but only 71 will receive the HRA. Commissioner DeVoy stated in 2018 the health insurance can go out to

bid. Rep. Gallagher stated they knew the Commissioners voted 3-0 for the contract but asked what the union vote was. Commissioner DeVoy stated that union would not disclose that information. Rep. Gallagher asked if the County will continue to pay 100% of the premiums for the LP plan. Commissioner DeVoy stated that was correct. Rep. Fields asked for an explanation of the grandfathered employees. County Administrator Shackett stated about 40 employees were hired prior to 4/1/2012 and they are grandfathered in at a different rate of pay. Rep. Spanos asked what the wage difference was. County Administrator Shackett referred them to the last page of the contract for the comparison. Rep. Gallagher asked if to the best of the Boards knowledge was the union was aware of this meeting. Commissioner DeVoy stated that was correct. County Administrator Shackett they decided not to attend because they did not want to appear to be pressuring the Delegation. M/Fields, S/Flanders to approve the cost items for the collective bargaining agreement. A roll call vote was taken: Rep. Aldrich-Yes, Dumais-Yes, Fields-Yes, Fisher-Yes, Flanders-Yes, Gallagher-Yes, Howard-Yes, Spanos-Yes, Sylvia-Yes, Vadney-Yes and Varney-Yes. Motion passed. Unanimous.

Adjourn: The meeting adjourned at 6:40pm.

Respectfully submitted,

A handwritten signature in cursive script that reads "Brian A. Gallagher". The signature is written in black ink and is positioned above the printed name.

Brian Gallagher, Clerk of the Delegation