

Employee Proposal cost estimates:

- Vacation time: keep as is and keep in mind that most towns surveyed offer up to 5 weeks and Monterey stops at a max of 4 weeks. **NO ADDITIONAL COST TO THE TOWN TO KEEP AS IS**
- Holidays: keep as is (11 per year) and keep in mind that the school offers 12 and several surrounding towns offer additional days or half days before Christmas and New Year's **NO ADDITIONAL COST TO THE TOWN TO KEEP AS IS**
- Personal time: keep as is as this is in line with the surrounding towns **NO ADDITIONAL COST TO THE TOWN TO KEEP AS IS**
- Clothing allowance: Provide a \$400 per year per person clothing and boot allowance to the highway department keeping in mind that most towns offer a boot allowance and either a clothing allowance in addition or provide uniforms through a service. **Cost to town: \$1,600/year**
- On call pay: Provide a stipend to Officers of \$100/week for a 7 day period of being on call for the midnight to 8am shift and a \$150 per month/per person stipend during the winter months (Nov – March) for Highway members **Cost to town: \$3,000/FY (hwy) \$5,200/FY (police)**
- Snow days: Create a snow day policy that allows administrative staff to work from home when school is cancelled without using their own sick/personal or vacation time to do so **NO ADDITIONAL COST TO THE TOWN**
- Step program: Create a step program for each full time position with raises **Cost to town: depends on program created and steps agreed upon**
- Offer 3 year employee contracts and negotiate raises at contract times. **NO ADDITIONAL COST TO THE TOWN. Provides employees with a sense of security and town with a commitment.**
- Compensation Committee: The Employees would like to see the Select Board bring back the Employee Compensation Committee to explore these issues and make recommendations to the Finance Committee and Select Board each year. The employees would like to have representation on this committee and have offered to expand the duties to include working with legislators to help reform health care to a single payer system. We were disappointed to see that the Select Board had discontinued this committee earlier this year. **NO ADDITIONAL COST TO THE TOWN**
- Sick Time: The 10/24/11 Select Board minutes and audio recording state that you would be content leaving the sick time policy as is but would like to clean up the policy on extended sick leaves. We agree with this and would like to point out that the current policy does state that any time beyond 3 days requires a doctor's note. We'd like to see the ECC's recommendation above put into place offering the option to buy back unused time either on a yearly basis or at retirement as this would encourage people not to use them. We have no issues with the bank of time being put into an "account" which would cover extended illnesses. The school has a "sick bank" that we might want to look at and model our own plan after. **COST TO TOWN (estimates):**
 - If you offered employees to cash out up to 75% of their banked time at retirement, assuming everyone had 90 days banked, I calculated out everyone's hourly rate (salary divided by 2088hrs) x 75% of 90 (67.5 days or 540hours) all payments would be well over \$10,000. The other town

that currently offers this (Gt. Barrington) can the amount you can receive at \$8,300 Currently we have 1 employee that could retire now, 1 that could retire in 2yrs and another that could retire in 3yrs

- If you did as Egremont does and offered employees to cash out their sick bank when they leave (retirement or on to greener pastures) it would be as follows: employees that leave with less than 10yrs of service could cash out 10% of their time and employees with more than 10 years of service could cash out 20% of their time. 10% of the 90 days is 9 days or 72 hours and the range based on hourly rates would be anywhere from \$1337.76 - \$2283.12. At 20% it would be 18 days or 144hours and the range would be \$2675.52 – 4566.24
- If you do as the ECC had suggested and allow employees that have banked 90 to cash out the days accumulated over 90 on a yearly basis: assuming they didn't use any days throughout the year, they would have 15 days or 120hrs and that range yearly would be \$2209.60 - \$3805.20
- **Health Insurance: Cost to town depends on what the insurance increase is**
 - With regards to the current split, we recommend either;
 - Keeping the split as is (90/10) for current employees and splitting any premium increase over 15% - 50/50 (as the school does) and any new employees hired would come on at 80/20. So if the increase is 16%, the town and employee would split 50/50 the 1% over 15% or
 - go to a 85/15 split contingent upon salary increases being approved to cover the difference in a separate article from any COLA's or merit raises being given with no 50/50 split of increases and the current retiree policy be amended to state that any retirees that have not reached Medicare age be provided health insurance at an 85/15 split until Medicare age when they would then go to 50/50.
 - We would also request that you find someone to handle the health insurance that is available full time and more responsive to employee's needs and questions

Longevity Bonuses: Consider adding longevity bonuses as the school does; \$800 at 10 - 12 years, \$1,200 at 12 - 15 years and \$1,500 at 15 years and longer.

Cost to town with current employees as of 7/1/12: \$6,800/yr

Additionally, it has been requested to have a procedure for addressing and handling personnel issues.