

*Matthew Normand  
City Clerk*



*Heather Freeman  
Assistant City Clerk*

*JoAnn Ferruolo  
Assistant City Clerk*

**CITY OF MANCHESTER**  
*Office of the City Clerk*

**MEMORANDUM**

To: Thomas Clark  
City Solicitor

From: Heather Freeman ~~Assistant City Clerk~~  
Assistant City Clerk

Date: February 22, 2012

Re: **MAFS Agreement**

Please be advised that at a meeting of the Board of Mayor and Aldermen held on February 21, 2012, it was voted to ratify and confirm the MAFS agreement as presented on February 7, 2012.

Enclosure

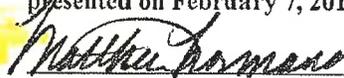
pc: William Sanders, Finance Officer  
Jane Gile, Human Resources Director  
James Burkush, Fire Chief

Date: 2/21/12  
On motion of Ald. O'Neil  
Seconded by Ald. Ouellette  
Voted to ratify and confirm the agreement as  
presented on February 7, 2012.

 City Clerk

Date: 2/07/12  
On motion of Ald. Shea  
Seconded by Ald. Shaw  
Voted to ratify the agreement as  
presented on February 7, 2012.

MAFS

 City Clerk

1. Health care:

Replace paragraph 21.1 with the following paragraph 21.1

21.1 Bargaining Unit Members may enroll in BlueChoice New England POS Plan or in Access Blue New England Plan.

Replace the current paragraph 21.2 and the Memorandum of Agreement dated May 13, 2010 regarding HSA's with the following new paragraph 21.2

21.2 Effective July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two-person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium.

Effective July 1, 2013, the City will pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.

*The following co-pays will apply to both the BlueChoiceNew England POS Plan and the Access Blue New England Plan:*

- . Office Visit - \$20.00
- . Specialist Visit - \$20.00
- . Chiropractic - \$20.00
- . Emergency room visit - \$150.00
- . Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- . Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- . Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoiceNew England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HAS or continuation of the HSA in the following fiscal year. For Bargaining unit members availing themselves of this option the City shall pay 80% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.

Replace paragraph 21.9 and a Memorandum of Understanding dated May 13, 2010 regarding payments in lieu of health insurance coverage with the following paragraph 21.9

21.9 To a bargaining unit member who elects not to receive coverage under any City/ School District health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

Add the following to the end of paragraph 21.4

Any Bargaining Unit member who receives sick leave benefits pending a determination of workers compensation eligibility shall, upon determination that the Bargaining Unit member is eligible for workers compensation benefits, shall repay to the City all sick leave benefits the employee has received.

## 2. Vacations

Replace paragraph 17.1 (d) with the following paragraph  
17.1 (d)

### 17.1

(d) Six (6) calendar weeks after the completion of twenty (20) years of continuous service.

Replace Paragraph 17.3 with the following paragraph 17.3

17.3 Upon termination of employment with the Department of a permanent employee, said employee shall receive a lump sum payment for unused accumulated vacation leave. Said payment to be computed by multiplying the number of unused accumulated vacation leave days times one-fifth (1/5) of said employee's normal week's pay. The maximum vacation leave which may be accumulated for the purpose of determining the lump sum payment upon termination is fifty (50) days.

Replace paragraph 17.6 with the following paragraph 17.6

17.6 No employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to

Association of Fire Supervisors shall be entitled to receive the more favorable benefits.

35.2 Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate Salary Schedule increases for the years set forth in paragraphs 11.1 (d) and 11.1 (e) of this agreement which are more favorable than the Salary Schedule increases contained in paragraphs 11.1 (d) and 11.1 (e), the Manchester Association of Fire Supervisors shall be entitled to receive the more favorable Salary Schedule increases for those years.

#### 5. Retirement Severance Benefit

A new Article 34 as follows:

#### Article 34

#### Severance Benefit

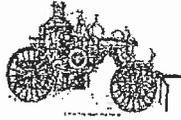
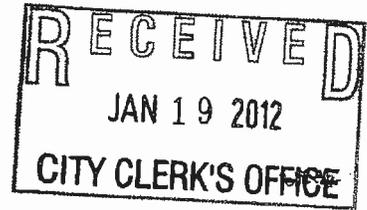
In recognition of prior service to the City any bargaining unit member who is eligible to retire from the New Hampshire Retirement System who does retire on or after March 1, 2012 and prior to June 30, 2015 shall have earned a severance benefit of \$13,000.00. The City may withhold from this benefit such amounts as are necessary to pay the employer and the employee contributions to the New Hampshire Retirement System.

Fire Supervisors Tentative Agreement  
 Cost Summary  
 (Savings) / Costs

	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>Total</u>
Health Insurance				
Plan Design	(13,124)	-	-	\$ (13,124)
Employee Contribution	(7,154)	(3,268)	-	\$ (10,422)
	\$ (20,278)	\$ (3,268)	\$ -	\$ (23,546)
Opt - Out Payment				
Cost (1 additional)	6,500	-	-	\$ 6,500
Savings	(15,000)	-	-	\$ (15,000)
Retiree High Deductible				
Cost *	13,000	13,000	-	\$ 26,000
Savings - Health	(3,031)	(3,031)	-	\$ (6,062)
Savings - Salary	(20,000)	(20,000)	-	\$ (40,000)
COLA at 1%	-	6,563	6,728	\$ 13,291
Vacation				
Personal Days				
Pension / Medicare (24.34%) **	(4,868)	(3,270)	1,638	\$ (6,500)
	(23,399)	(6,738)	8,366	\$ (21,771)
	\$ (43,677)	\$ (10,006)	\$ 8,366	\$ (45,317)

\* Assumes 1 retirement each in 2013 and 2014.

\*\* Pension / Medicare calculated on COLA and salary savings. Medicare only on opt-out payment and retirement incentives.



Manchester Association of Fire Supervisors

IAFF Local 3820

January 19, 2012

Honorable Theodore Gatsas  
Board of Alderman  
100 Merrimack St.  
Manchester NH 03101

Dear Mayor Gatsas,

This letter is to notify you and the Board of Alderman of a ratification vote taken on January 18<sup>th</sup> 2012 in regards to a tentative agreement reached on January 10<sup>th</sup>. We are pleased to inform you and the board that the agreement has been ratified with unanimous consent. We would like to personally thank you for your leadership in attaining a mutual acceptable contract that is beneficial to both parties. As spokesperson for the District Chiefs and Maintenance Equipment Supervisor, it was gratifying to be able to assist the City of Manchester during these difficult times. The Board of Mayor and Alderman have always shown great support for our mission to protect the citizens of Manchester and all who visit here. We look forward to continued cooperation in moving the city forward.

Professionally,

A handwritten signature in cursive script that reads "James W. Michael".

James W. Michael

President Manchester Fire Supervisors

