

In Board of Mayor and Aldermen
Date: 10/02/18
On motion of Ald. Cavanaugh
Seconded by Ald. O'Neil
Voted to ratify the agreement.


City Clerk

CITY OF MANCHESTER NEW HAMPSHIRE

City of Manchester

&

AFSCME Council 93, Local 298, Health Department

TENTATIVE AGREEMENT

1. Wages.

7/01/18-19: Steps and Longevities (including 2017-18-No retro) plus 1.0% COLA.

7/01/19-20: Steps and Longevities plus 1.5% COLA.

7/01/20-21: Steps and Longevities plus 1.5% COLA.

2. Health Insurance.

Effective 12/1/18: Site of Service Overlay effective.

Effective 7/01/19: Employee contribution 16%.

Effective 7/01/20: Employee contribution 17%.

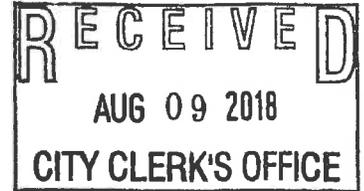
3. Step Scale.

Effective 7/01/19: Eliminate 6 month step for new hires effective.

4. Vacation.

Effective 7/01/19: Vacation leave policy for regular department employees shall be as follows:

- (a) Accrual rate for two (2) calendar weeks begins on date of hire.
- (b) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- (c) Accrual rate for four (4) calendar weeks begins at the beginning of ten (10) years of continuous service.
- (d) Accrual rate for five (5) calendar weeks begins at the beginning of fifteen (15) years of continuous service.



- (e) Accrual rate for six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

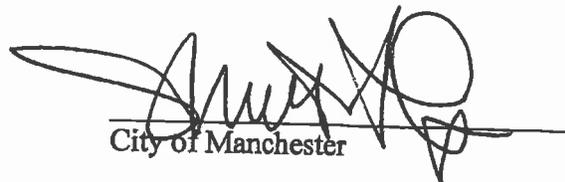
5. Miscellaneous.

- Article 1.3: Add: Any new position introduced by the City which falls into the bargaining unit shall be negotiated with the Union as required by law.
- Article 5.13 Add: a.) School nurses hired to fill vacancies left at the end of the bidding process, shall not be required to bid on that school the following year.
b.) In the event a vacancy occurs after the bidding process, (i.e. over the summer months) that school will open for bidding the following June.
- Article 6.9 Add: The above procedures shall be followed in all promotions, vacancies and transfers whether temporary or permanent, unless otherwise stated in Articles 6.12 & 6.13.
- Article 6.13 Add: VOLUNTARY TRANSFER TO A LOWER CLASSIFICATION When an employee is in a higher classification and requests to move into a lower classified vacant position he/she will have first priority by seniority, however, the employees qualifications, ability, performance of duty and attendance record shall be taken into consideration and can be used by the Department Head in determining whether the transfer shall be granted
- Article 8.5 Add: Employees that work overtime in these situations shall have the option of accruing comp time or being compensated at time and one half.
- Article 13.5 Add: Sick time may be used for the purposes of medical, dental or mental health appointments in increments of thirty (30) minutes.
- Article 15.5: Add: The President, Vice-President and Chief Steward shall be permitted not more than (10) collective hours total per month to attend to their duties as representatives of all units represented by Local 298, without loss of pay. This time shall be in addition to any other time granted in this Article.

- Article 16.1: Add: Grandchild to 5 working days. Strike from 1 day.
- Article 23.1: Add: The City agrees to utilize funds in lieu of school nurse uniforms to be used to purchase health reference books, and or membership in state and national organizations such as NASN or NHSNA per contract year. The selection of references purchased shall be determined by Health Department administration and the books shall remain the property of the Health Department unless otherwise determined by the Department.
- Article 25.4 Add: All employees shall be scheduled for testing and training during regular work hours.
- Article 26.2 Add: Any and all positions for hire or promotion within the department shall be posted on the bulletin board as described in Article 26.1
- Article 28.2 Change to ten (10) working days.
- Article 28.4 Add: New Hampshire Employee Labor Relations Board
- Article 28.10: Add: In the event that management does not render an answer in accordance with the above-mentioned timelines the grievance shall be deemed denied and the grievant may process said grievance to the next step in the process.
- Article 31.14: Add: Within thirty calendar days of receiving the decision of the arbitrator either party may appeal said decision pursuant to NH RSA 542.
- Article 33.3 Add: The Department agrees to provide electronic copies of this agreement along with one (1) hard copy to the Union within thirty (30) days of signing.

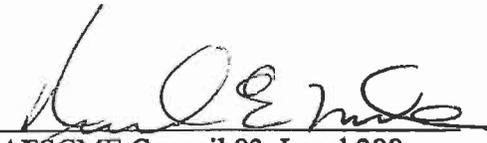
8/6/18

 Date



 City of Manchester

9-9-18
Date


AFSCME Council 93, Local 298

CITY OF MANCHESTER
AFSCME UNIONS GENERAL FUND (07/01/2018 - 06/30/2021)

Union	FY2019						Totals
	FY 2018 Merits & Longevities absorbed FY2019	1 % Cola as of 7/1/18	Merit	Long	Retire	SS & Medi	
AFSCME Facilities	17,200	7,985	2,484	2,102	7,999	2,277	40,046
AFSCME Health	41,434	19,708	13,626	9,520	22,649	6,448	113,386
AFSCME Fleet	22,421	9,330	7,427	7,102	12,436	3,540	62,256
AFSCME Master	106,962	77,533	34,880	20,886	64,558	18,380	323,199
Grand Total	\$ 188,018	\$ 114,556	\$ 58,417	\$ 39,610	\$ 107,641	\$ 30,646	\$ 538,888

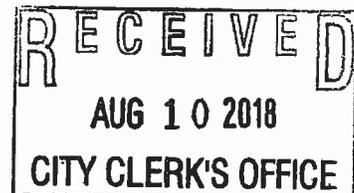
Union	FY2020						Totals
	1.5 % Cola	Merit	Long	Retire	SS & Medi		
AFSCME Facilities	12,290	1,541	1,957	4,242	1,208	21,239	
AFSCME Health	30,428	12,192	7,891	13,572	3,864	67,947	
AFSCME Fleet	14,526	6,636	1,510	6,092	1,734	30,499	
AFSCME Master	119,011	32,236	16,584	45,096	12,839	225,767	
Grand Total	\$ 176,255	\$ 52,606	\$ 27,943	\$ 69,008	\$ 19,645	\$ 345,452	

Union	FY2021						Totals
	1.5 % Cola	Merit	Long	Retire	SS & Medi		
AFSCME Facilities	12,602	1,611	1,793	4,301	1,224	21,532	
AFSCME Health	31,429	10,680	5,535	12,802	3,645	64,092	
AFSCME Fleet	14,989	6,938	1,529	6,302	1,794	31,552	
AFSCME Master	122,161	33,926	30,364	50,099	14,264	250,814	
Grand Total	\$ 181,181	\$ 53,155	\$ 39,222	\$ 73,505	\$ 20,927	\$ 367,990	

TOTAL \$ 1,252,330

**SITE OF SERVICE HEALTH INSURANCE PROJECTED SAVINGS
FOR AFSCME UNIONS GENERAL FUND**

Union	FY2019	FY2020	FY2021	TOTAL
	15% Cost Share	16% Cost Share	17% Cost Share	
Facilities	5,982	2,668	2,856	11,506
Health	9,062	3,325	3,542	15,929
Fleet	6,116	1,682	1,792	9,590
Master	47,813	19,312	20,642	87,767
TOTAL	68,973	26,987	28,832	124,792





City of Manchester - AFSCME Health

08/01/18

Estimated Impact Associated with Changing to "Site of Service" Plan Designs with Recurring Co-pay Effective 12/1/18

Current Enrollment	FY19 Estimated Costs - Without Plan or Contribution Changes				FY19 Estimated Costs - With Plan Changes Effective 12/1/18				FY19 Savings		
	Employer Contributions	Employee Contributions	Total Cost	7/1/18-11/30/18	Employer Contributions	Employee Contributions	Total Cost	12/1/18-4/30/19	Employer Changes	Employee Changes	Total
HMO (\$100 Ded)											
3 Single	\$728.59	\$128.57	\$857.16	\$728.59	\$128.57	\$857.16	\$694.54	\$128.56	\$0	\$0	\$0
4 Two Person	\$1,464.46	\$258.43	\$1,722.89	\$1,464.46	\$258.43	\$1,722.89	\$1,396.02	\$246.36	\$0	\$0	\$0
5 Family	\$1,939.88	\$345.86	\$2,285.74	\$1,939.88	\$345.86	\$2,285.74	\$1,868.77	\$397.71	\$0	\$0	\$0
16 HMO 80/20 (\$250 Ded)	\$278,465	\$49,140	\$327,605	\$116,027	\$29,475	\$145,502	\$154,946	\$27,326	\$7,392	\$1,339	\$8,731
3 Single	\$673.90	\$168.47	\$842.37	\$673.90	\$168.47	\$842.37	\$653.68	\$165.42	\$0	\$0	\$0
1 Two Person	\$1,354.54	\$330.64	\$1,685.18	\$1,354.54	\$330.64	\$1,685.18	\$1,313.90	\$328.48	\$0	\$0	\$0
2 Family	\$1,812.76	\$453.12	\$2,265.88	\$1,812.76	\$453.12	\$2,265.88	\$1,758.38	\$439.52	\$0	\$0	\$0
6 HSA	\$84,021	\$21,005	\$105,026	\$35,009	\$8,752	\$43,761	\$47,542	\$11,485	\$1,470	\$368	\$1,838
0 Single	\$664.96	\$117.35	\$782.31	\$664.96	\$117.35	\$782.31	\$664.96	\$117.35	\$0	\$0	\$0
0 Two Person	\$1,333.05	\$235.24	\$1,568.29	\$1,333.05	\$235.24	\$1,568.29	\$1,333.05	\$235.24	\$0	\$0	\$0
0 Family	\$1,711.26	\$301.92	\$2,013.25	\$1,711.26	\$301.92	\$2,013.25	\$1,711.26	\$301.92	\$0	\$0	\$0
4 HSA 80/20	\$625.85	\$156.46	\$782.31	\$625.85	\$156.46	\$782.31	\$625.85	\$156.46	\$0	\$0	\$0
0 Single	\$1,254.63	\$313.66	\$1,568.29	\$1,254.63	\$313.66	\$1,568.29	\$1,254.63	\$313.66	\$0	\$0	\$0
0 Two Person	\$1,610.60	\$402.65	\$2,013.25	\$1,610.60	\$402.65	\$2,013.25	\$1,610.60	\$402.65	\$0	\$0	\$0
4 Family	\$390,041	\$7,510	\$397,551	\$12,517	\$3,129	\$15,646	\$17,524	\$4,381	\$0	\$0	\$0
0 POS (\$100 Ded)	\$1,052.18	\$185.68	\$1,237.86	\$1,052.18	\$185.68	\$1,237.86	\$1,002.73	\$176.95	\$0	\$0	\$0
0 Single	\$2,114.86	\$375.21	\$2,490.07	\$2,114.86	\$375.21	\$2,490.07	\$2,015.46	\$355.67	\$0	\$0	\$0
0 Two Person	\$2,830.32	\$499.57	\$3,329.89	\$2,830.32	\$499.57	\$3,329.89	\$2,697.30	\$475.92	\$0	\$0	\$0
0 Family	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
26 TOTAL	\$972,557	\$77,655	\$1,050,212	\$403,553	\$82,356	\$485,909	\$219,912	\$45,972	\$9,052	\$1,707	\$10,759

Notes:
 1. Plan Designs are below. Note that current HMO plans have a 1-time copay. Proposed Site of Service (SOS) plans have a recurring copay.
 Current Benefit Design | Proposed Benefit Design

Surgery	Current Benefit Design		Proposed Benefit Design	
	SOS Copay	Non-SOS Copay	SOS Copay	Non-SOS Copay
Lab	\$100 or \$250	\$100 or \$250	\$0	\$250
Radiology: Xray/Ultrasound	\$0	\$0	\$0	\$50
Radiology: CAT/MRI	\$0	\$0	\$0	\$125
	\$0	\$0	\$0	\$250

2. Analysis assumes no shift in enrollment from HSA to HMO
 3. Documents provided by Anthem and assume 10% increased utilization of Site of Service providers. Anthem assumes a 4% reduction in medical claims for the traditional (non-SOA) plans. This translates to a 3% rate decrease to the current \$250 plan.



City of Manchester - AFSCME Health

Estimated Impact Associated with Changing to "Site of Service" Plan Designs with Recurring Co-pay Effective 12/1/18

08/01/18

	Current Enrollment	FY20 Estimated Costs - Without Plan or Contribution Changes				FY20 Estimated Costs - With Contributions Changes				FY20 Savings		
		Employer Contributions	Employee Contributions	Total Cost	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Total Cost	Employer Changes	Employee Changes	
MEMO 05/15												
Single	3	\$739.68	\$130.55	\$870.21	\$730.98	\$139.23	\$870.21	\$870.21				
Two Person	9	\$1,486.76	\$262.37	\$1,749.13	\$1,459.27	\$279.86	\$1,749.13	\$1,749.13				
Family	4	\$1,989.71	\$381.11	\$2,370.84	\$1,956.31	\$374.53	\$2,330.84	\$2,330.84				
	16	\$282,705	\$49,989	\$332,694	\$279,579	\$53,215	\$332,794	\$332,794	\$5,325	(\$3,325)	\$0	\$0
MEMO 06/20												
Single	3	\$696.17	\$174.04	\$870.21	\$696.17	\$174.04	\$870.21	\$870.21				
Two Person	1	\$1,359.30	\$349.83	\$1,709.13	\$1,309.30	\$349.83	\$1,749.13	\$1,749.13				
Family	2	\$1,872.67	\$268.17	\$2,140.84	\$1,872.67	\$268.17	\$2,140.84	\$2,140.84				
	6	\$86,798	\$21,699	\$108,497	\$86,798	\$21,699	\$108,497	\$108,497	\$0	\$0	\$0	\$0
FISA 05/15												
Single	0	\$701.28	\$123.76	\$825.04	\$693.03	\$132.01	\$825.04	\$825.04				
Two Person	0	\$1,519.04	\$264.96	\$1,787.10	\$1,501.16	\$285.94	\$1,787.10	\$1,787.10				
Family	0	\$1,921.84	\$339.15	\$2,260.99	\$1,899.33	\$361.76	\$2,260.99	\$2,260.99				
	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FISA 06/20												
Single	4	\$660.03	\$165.01	\$825.04	\$660.03	\$165.01	\$825.04	\$825.04				
Two Person	0	\$1,429.68	\$357.42	\$1,787.10	\$1,429.68	\$357.42	\$1,787.10	\$1,787.10				
Family	0	\$1,808.73	\$252.21	\$2,060.99	\$1,808.73	\$252.21	\$2,060.99	\$2,060.99				
	4	\$31,681	\$7,920	\$39,602	\$31,681	\$7,920	\$39,602	\$39,602	\$0	\$0	\$0	\$0
POS 05/15												
Single	0	\$1,061.00	\$187.23	\$1,248.23	\$1,048.51	\$199.72	\$1,248.23	\$1,248.23				
Two Person	0	\$2,245.81	\$396.32	\$2,642.13	\$2,219.39	\$422.74	\$2,642.13	\$2,642.13				
Family	0	\$2,971.97	\$524.36	\$3,496.33	\$2,937.00	\$559.33	\$3,496.33	\$3,496.33				
	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	26	\$401,084	\$79,809	\$480,893	\$377,859	\$103,035	\$480,893	\$480,893	\$5,325	(\$3,325)	\$0	\$0

Notes:

1. Total costs assumes a 6.5% increase in working rates effective 7/1/19.
2. Contribution changes from 8.5%/1.5% to 8.4%/1.6% and remains at 80%/20% where applicable.

