

**RESOLUTION APPROVING CONTRACT
AND COST ITEMS ASSOCIATED WITH PROPOSED
CITY OF ROCHESTER
SCHOOL DEPARTMENT
MULTI-YEAR COLLECTIVE BARGAINING
AGREEMENT WITH ROCHESTER ADMINISTRATIVE UNIT
(Administration)**

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ROCHESTER, AS FOLLOWS:

That pursuant to, and in accordance with, the provisions of Chapter 273-A of the New Hampshire Revised Statutes Annotated, the multi-year year collective bargaining agreement between the City of Rochester and the Rochester Administrative Unit employee collective bargaining group, covering the period July 1, 2020 to June 30, 2023, as set forth in the proposed contract, a copy of which proposed contract has been made available to the Mayor and City Council, and with its financial impacts as more particularly detailed on the attached **“EXHIBIT A: Rochester Administrative Unit” dated February 17, 2020**, which includes a summary financial analysis of the annual costs of the contract to the City provided by the Superintendent of Schools, is hereby approved, including, specifically, the cost items associated therewith.

Exhibit A - February 17, 2020

Administrators Tentative Agreement

School Health Contribution	80/20	80/20	80/20	80/20
	SOS \$20/40 RX 10/20/45 DED \$1000/3000	SOS \$20/40 RX 10/20/45 DED \$1000/3000	SOS \$20/40 RX 10/20/45 DED \$1000/3000	SOS \$20/40 RX 10/20/45 DED \$1000/3000
Health Plan				
Projected Health Increase		FY 2021 Rates	5%	5%
MERIT				
	Current FY20	FY21	FY22	FY23
Wages				
Base Wage	\$ 2,271,965	\$ 2,340,124	\$ 2,410,327	\$ 2,482,637
Longevity				
Total Wages	\$ 2,271,965	\$ 2,340,124	\$ 2,410,327	\$ 2,482,637
Dollar Change		\$ 68,159	\$ 70,204	\$ 72,310
% Change		3.0%	3.0%	3.0%
Benefits				
FICA/Medicare	\$ 173,805	\$ 179,019	\$ 184,390	\$ 189,922
Health Insurance	\$ 108,244	\$ 115,496	\$ 121,271	\$ 127,334
Opt Out				
Dental	\$ 4,446	\$ 4,619	\$ 4,758	\$ 4,900
Total Rollups	\$ 286,495	\$ 299,135	\$ 310,418	\$ 322,156
Dollar Change				
% Change		4.4%	3.8%	3.8%
Totals				
Total Wages Benefits and Rollups	\$ 2,558,459	\$ 2,639,258	\$ 2,720,746	\$ 2,804,794
Dollar Change		\$ 80,799	\$ 81,488	\$ 84,048
% Change		3.2%	3.1%	3.1%

25 Total Employees

Tentative Agreement for the Rochester Administrative Unit & the Rochester School Board
2020-2023

Changes to Language:

Amended Article VI.D. Severance on p. 8 to read:

An administrator shall receive severance pay equal to 1.) fifty percent of the administrator's total accumulated sick leave, and 2) unused vacation days up to a limit of forty-eight (48) vacation days, both calculated at the per diem rate which the administrator last earned, when leaving the Rochester School System or upon applying for service retirement through the New Hampshire Retirement System.

Amended Article IV.1 Vacation Days on p. 4 by increasing the number of vacation days to 25.

Language & Cost Items:

Amended Article VII.A Health Insurance on p. 10 to include a new paragraph following the current provisions which reads:

Any covered employee currently enrolled in the foregoing health insurance may in any subsequent enrollment period elect to opt-out of participation upon legally sufficient proof of coverage. In December such employees will receive \$2,400 if opting out of a family plan; \$1,600 if opting out of a two-person plan; and \$1,000 if opting out of a single plan. If an employee experiences a qualifying event between open enrollment periods, the employee may opt-out and receive a pro-rated portion of the applicable payment.

(see Administrator Salary Calculations on the back)



City of Rochester Formal Council Meeting

AGENDA BILL

NOTE: Agenda Bills are due by 10 AM on the Monday the week before the City Council Meeting.

AGENDA SUBJECT School Administrative Personnel Collective Bargaining Unit Agreement
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COUNCIL ACTION ITEM <input checked="" type="checkbox"/> INFORMATION ONLY <input type="checkbox"/>	FUNDING REQUIRED? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> * IF YES ATTACH A FUNDING RESOLUTION FORM
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RESOLUTION REQUIRED? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	FUNDING RESOLUTION FORM? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
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AGENDA DATE	April 7, 2020		
DEPT. HEAD SIGNATURE			
DATE SUBMITTED	April 7, 2020		
ATTACHMENTS YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	* IF YES, ENTER THE TOTAL NUMBER OF PAGES ATTACHED	3	

COMMITTEE SIGN-OFF

COMMITTEE	
CHAIR PERSON	

DEPARTMENT APPROVALS

DEPUTY CITY MANAGER	
CITY MANAGER	

FINANCE & BUDGET INFORMATION

FINANCE OFFICE APPROVAL	NA
SOURCE OF FUNDS	School FY 21 O&M
ACCOUNT NUMBER	Various
AMOUNT	TBD
APPROPRIATION REQUIRED YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	As part of the FY 2021 Approved Budget

LEGAL AUTHORITY

RSA 273-A and City Charter

SUMMARY STATEMENT

School Superintendent Repucci has notified the City Manager that the Rochester School Board and Rochester Administrative Unit have reached tentative agreement on a collective bargaining agreement for school years 2020-2021 through 2022-2023. The contract has been ratified by the bargaining unit and approved by the School Board on February 13, 2020. The Superintendent requests approve of the contract by the legislative body, the City Council.

RECOMMENDED ACTION

Approval of the Cost items pertaining to the tentative agreement and resultant collective bargaining agreement.

City of Rochester School Department

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Blaine Cox, City Manager
Rochester City Hall
31 Wakefield Street
Rochester, New Hampshire 03867

Dear Mr. Cox:

This letter is to notify you that the Rochester School Board and Rochester Administrator's Bargaining Unit have reached a tentative agreement on a collective bargaining agreement for school years 2020 through 2023. The contract has been ratified by the bargaining unit and approved by the School Board on February 13, 2020. It is necessary now that we present the cost items in the agreement to the City Council for its consideration. The cost items are attached to this letter. The cost items are all included in the operating budget we have created.

Hopefully, I can discuss the cost items with the City Council in the near future.

Respectfully,

Kyle Repucci
Superintendent of Schools