

Town of Hampton and Hampton Police Association (Patrolman)

Tentative Agreement

Article 4 Management Rights (Patrolman' CBA Only)

Add new section 4:

Management has the right to hire qualified certified patrolman or "lateral transfers", full or part time and place them on the pay scale and offer benefits at an appropriate step commensurate with full time police experience not to exceed the 8-year in service step. Regardless of such placement, their seniority shall commence as of the date of hire.

Article 9 Promotions

(Non-cost item)

The parties agree to change the language in section 2 of the agreement to remove the involvement of the New Hampshire Police Standards and Training Council from the examination process. Final language to be agreed upon.

Article 17 Vacations

Based on the agreement to allow lateral transfers described in Article 4, the parties agree to remove the reference to employees employed as of April 1, 2012 from section 1 of this article.

The new language will read: "...Notwithstanding the foregoing, employees who are employed by the Town shall have the following additional vacation time..."

Article 24: Private Details

Section 2: Private details shall be compensated as follows:

- a. Regular details: **Fifty (\$50) dollars per hour**, or the officer's overtime rate whichever is higher.
- b. In years 2 and 3 of this CBA the rate will be adjusted by the same rate as the salary schedule.
- c. Alcohol details: where alcohol is served for consumption, an additional eight (\$8.00) dollars per hour.
- d. **Any detail that exceeds 8 hours in length, shall have an additional \$20 per hour added to the base detail rate for any hours that exceed 8 continuous hours. (This excludes any detail supported by Taxpayer funds)**

*(Rates amended 2019, section 2 c deleted 2019; 2021 rate amended new language section c added)*

Article 26 Salary Schedule

<u>Full Time Police Officers</u>	<u>4/1/2022</u>	<u>4/1/2023</u>	<u>4/1/2024</u>
Start	\$27.00	\$27.54	\$28.37
One Years	\$27.81	\$28.37	\$29.22
Two Years	\$28.64	\$29.22	\$30.09
Three Years	\$29.50	\$30.09	\$31.00
Four Years	\$30.39	\$31.00	\$31.93

Six Years	\$31.30	\$31.93	\$32.88
Eight Years	\$32.24	\$32.88	\$33.87
Ten Years	\$33.21	\$33.87	\$34.89
Twelve Years	\$34.20	\$34.89	\$35.93
Fourteen Years	\$35.23	\$35.93	\$37.01

<u>Patrol Special Wage Rates</u>	4/1/2022	4/1/2023	4/1/2024
Start	\$22.13	\$22.57	\$23.25
Two Years in Service	\$22.79	\$23.25	\$23.95
Four Years in Service	\$23.48	\$23.95	\$24.67
Six Years in Service	\$24.18	\$24.67	\$25.41
Eight Years in Service	\$24.91	\$25.41	\$26.17

**Article 28 Educational Incentives (Rename: Educational/ Physical Fitness Incentives)**

**New Section: Section 6:**

**Annual Physical Performance Test**

At least once per year the department shall hold a voluntary physical performance test, according to protocols adopted by the Police Standards and Training Council. (The current protocols consist of a timed 1.5-mile run, pushups, and sit-ups; however, they are subject to change by the Council from time to time.) Officers who are required to pass this test to maintain their certification, shall have the ability, on their own time, to take this annual test. If during the process run by the department, they pass the standards set by the Council, the officer shall be eligible to receive a one-time \$250 incentive payment payable in the same manner as other incentives in this section.

For the Town:

For the Union

  
 \_\_\_\_\_  
 James Sullivan, Town Manager

  
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 Clay DeMarco, President

**Town of Hampton and Hampton Police Association (Sergeant's)**

**Tentative Agreement**

**Article 16 Vacations**

Based on the agreement to allow lateral transfers in the Patrolman's Contract, the parties agree to remove the reference to employees employed as of April 1, 2012 from section 1 of this article.

The new language will read: "...Notwithstanding the foregoing, employees who are employed by the Town shall have the following additional vacation time..."

**Article 23: Private Details**

Section 2: Private details shall be compensated as follows:

- a. Regular details: **Fifty (\$50) dollars per hour**, or the officer's overtime rate whichever is higher.
- b. In years 2 and 3 of this CBA the rate will be adjusted by the same rate as the salary schedule.
- c. Alcohol details: where alcohol is served for consumption, an additional eight (\$8.00) dollars per hour.
- d. **Any detail that exceeds 8 hours in length, shall have an additional \$20 per hour added to the base detail rate for any hours that exceed 8 continuous hours. (This excludes any detail supported by Hampton Taxpayer funds)**

*(Rates amended 2019, section 2 c deleted 2019; 2021 rate amended new language section c added)*

Article 25 Salary Schedule

Sergeant's	<u>4/1/2022</u>	<u>4/1/2023</u>	<u>4/1/2024</u>
Start	\$38.23	\$38.99	\$40.16
Four Years	\$39.38	\$40.16	\$41.37
Six Years	\$40.56	\$41.37	\$42.61
Ten Years	\$41.77	\$42.61	\$43.89

**Article 27 Educational Incentives (Rename: Educational/ Physical Fitness Incentives)**

**New Section: Section 6:**

**Annual Physical Performance Test**

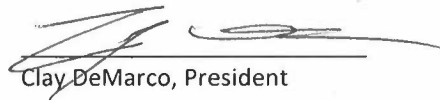
At least once per year the department shall hold a voluntary physical performance test, according to protocols adopted by the Police Standards and Training Council (PSTC). (The current protocols consist of a timed 1.5 mile-run, pushups, and sit-ups; however, they are subject to change by the Council from time to time.) Officers who are required to pass this test to maintain their certification, shall have the ability, on their own time, to take this annual test. If during the process run by the department, they pass the standards set by the Council, the officer shall be eligible to receive a one-time \$250 incentive payment payable in the same manner as other incentives in this section.

For the Town:

For the Union



James Sullivan, Town Manager



Clay DeMarco, President

Article 11

Shall the Town of Hampton vote to approve the cost items included in the collective bargaining agreement reached between the Hampton Board of Selectmen and the Hampton Police Association Sergeants, which calls for the following increases in salaries and benefits at current staffing levels, over the amount paid in the prior fiscal year:

	Estimated Increase (over previous year level)
2022 (39 weeks)	\$45,196
2023 (52 weeks)	\$30,028
2024 (52 weeks)	\$28,323
2025 (13 weeks)	\$7,400

And to further raise and appropriate \$45,196 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? (Majority vote required)

Recommended by the Board of Selectmen 0-0-0  
Recommended by the Municipal Budget Committee 0-0-0

Fiscal Impact Note (Finance Dpt.) The estimated 2022 tax impact on \$45,196 is \$0.012 per \$1,000 valuation (one point two cents per thousand dollars of valuation).

Article 12

Shall the Town of Hampton vote to approve the cost items included in the collective bargaining agreement reached between the Hampton Board of Selectmen and with the Hampton Police Association Patrolman, which calls for the following increases in salaries and benefits at current staffing levels, over the amount paid in the prior fiscal year:

	Estimated Increase (over previous year level)
2022 (39 weeks)	\$303,037
2023 (52 weeks)	\$187,071
2024 (52 weeks)	\$140,000
2025 (13 weeks)	\$33,864

And to further raise and appropriate \$303,037 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? (Majority vote required)

Recommended by the Board of Selectmen 0-0-0  
Recommended by the Municipal Budget Committee 0-0-0

Fiscal Impact Note (Finance Dpt.) The estimated 2022 tax impact on \$303,037 is \$0.079 per \$1,000 valuation (seven point nine cents per thousand dollars of valuation).

Printed on: 12/6/2021

Police Officers & Police Specials

Item	Adjustments			39 weeks	52 weeks	52 weeks	13 weeks
	Year 1	Year 2	Year 3	2022	2023	2024	2025
Wages	\$189,226	\$61,624	\$75,145	\$141,919.82	\$93,524.73	\$71,764.97	\$18,786.31
Overtime	\$80,086	\$12,144	\$18,215	\$60,064.81	\$29,129.23	\$16,697.32	\$4,553.81
Holidays	\$8,389	\$2,563	\$3,227	\$8,388.51	\$2,563.10	\$3,227.05	\$0.00
Other Cost Items	\$6,000	\$6,000	\$6,000	\$6,000.00	\$6,000.00	\$6,000.00	
FT Benefits	\$100,232	\$29,087	\$36,244	\$75,173.77	\$46,873.52	\$34,455.00	\$9,061.04
Police Specials	\$11,285	\$4,361	\$5,276	\$8,463.75	\$6,092.37	\$5,047.56	\$1,319.06
Other Cost Items	\$2,250	\$2,250	\$2,250	\$2,250.00	\$2,250.00	\$2,250.00	
PT Benefits	\$1,035	\$506	\$576	\$776.57	\$638.19	\$558.26	\$143.94
				\$303,037	\$187,071	\$140,000	\$33,864
							\$663,973

Police Sergeants

Item	Adjustments			39 weeks	52 weeks	52 weeks	13 weeks
	Year 1	Year 2	Year 3	2022	2023	2024	2025
Wages	\$32,318	\$11,217	\$17,266	\$24,238.37	\$16,492.19	\$15,753.95	\$4,316.57
Overtime	\$9,884	\$2,848	\$4,273	\$7,413.16	\$4,607.41	\$3,916.65	\$1,068.18
Holidays	\$1,367	\$535	\$774	\$1,367.29	\$535.14	\$773.76	
Other Cost Items	\$500	\$500	\$500	\$500.00	\$500.00	\$500.00	
FT Benefits	\$15,570	\$5,335	\$8,060	\$11,677.27	\$7,893.71	\$7,378.57	\$2,014.94
				\$45,196.10	\$30,028.45	\$28,322.93	\$7,399.68
							\$110,947.16

Overtime Calculation for Officers and Sergeants

Used 2020 OT lines and did a 19%/81% split amongst officers and sergeants. The split was calculated on 6 sergeants and 25 officers and the percentage they made up of the whole 31 total positions. The OT in calculation is based on the % increase used for regular wages. For year one used average increase of 13.19% for officers and 6.94% for sergeants.

Total OT	\$749,599
Officers %	\$607,175
Sergeants %	\$142,424