

CITY OF NEWTON

IN BOARD OF ALDERMEN

FINANCE COMMITTEE REPORT

MONDAY, SEPTEMBER 12, 2011

Present: Ald. Gentile (Chairman), Ciccone, Linsky, Salvucci, Rice, Danberg, Fuller and Freedman

Also present: Maureen Lemieux (Chief Financial Officer), David Wilkinson (Comptroller), Matthew Cummings (Police Chief), Marc Welch (Director of Urban Forestry; Parks and Recreation Department), Arthur Cabral (Budget and Project Specialist; Public Buildings Department), Jeff Honig (Assistant City Solicitor) and Dolores Hamilton (Director of Human Resources)

Reappointment by His Honor the Mayor:

#240-11 CAROL ANN SHEA, 24 Milo Street, West Newton, reappointed as a member of the NEWTON TAXATION AID COMMITTEE for a term of office to expire May 1, 2014 (60 days 10/07/11). [07-20-11 @ 4:03 PM]

ACTION: **APPROVED 5-0 (Ciccone, Freedman, Linsky not voting)**

NOTE: Ms. Carol Ann Shea is being reappointed for a three-year term of office to the Taxation Aid Committee. The Committee felt it unnecessary for Ms. Shea to be present for the reappointment discussion, as she is well known to most Committee members. Ms. Shea provided a summary of her experience to the Committee, which is attached. Ald. Danberg moved approval, which carried unanimously.

#261-11 HIS HONOR THE MAYOR requesting authorization to accept and appropriate a gift of thirty-eight thousand dollars (\$38,000) from private donations for the purpose of acquiring a dog for the Police Department's new canine program. [08/29/11 @ 3:50 PM]

ACTION: **APPROVED 7-0 (Freedman not voting)**

NOTE: Chief of Police Matthew Cummings presented the request for authorization to accept a gift of \$38,000 from various donors for the Police Department's new canine program. The \$38,000 is to be used for the purchase of the dog, outfitting a police officer, training, and other costs associated with the new program. The Police Department has also received donations of wood and materials for the dog kennel, dog food, and all veterinary services for one year. The new program will be fully funded for one year.

The new police dog, Brix, will arrive on September 17, 2011 and an officer trained in dog handling will work and live with Brix. The Chief would like to expand the program to include three officers with police dogs. He expects to pursue donations in order to fully fund the program going forward. Ald. Ciccone moved approval, which carried unanimously.

REFERRED TO PROGRAMS & SERVICES AND FINANCE COMMITTEES

#263-11 HIS HONOR THE MAYOR requesting authorization to requesting authorization to appropriate and expend one hundred thousand dollars (\$100,000) from FY12 Budget Reserve for the purpose of funding tree emergency expenses in the Parks and Recreation Department as a result of the recent tropical storm. [08/30/11 @ 2:27 PM]

PROGRAMS & SERVICES APPROVED AS AMENDED 7-0 on 09/07/11

ACTION: APPROVED AS AMENDED 7-0 (Freedman not voting) @ \$450,000

NOTE: Marc Welch, Director of Urban Forestry, reviewed the request for funds to deal with emergency tree services because of Hurricane Irene. On September 7, 2011, the Executive Department sent a letter (attached) to the Board of Aldermen requesting that the requested appropriation be amended to \$450,000. The Programs and Services Committee unanimously approved the amended request on September 7, 2011.

The City contracted services and rented equipment for tree removal to address just under 1,100 calls for trees or tree limbs down. The Parks and Recreation Department and Department of Public Works worked throughout the storm to keep roadways clear and open. The attached response summary provides further details regarding the storm including damage information and estimated expenditures for contractual costs and disposal of the trees and debris.

The City is hoping to be reimbursed for some of the expenditures but Middlesex County needs to report at least \$1.5 million in damages before the City can file for a reimbursement of 75% on some of the costs of the storm. With this appropriation, the City will have used 90% of its Budget Reserve. However, the City's Free Cash was certified at \$300,000 higher than expected, which helps offset the appropriation.

Ald. Fuller inquired what the original budget was for emergency tree expenses in FY 12. Chief Financial Officer Maureen Lemieux responded that \$160,000 was budgeted this year. The Executive Department felt that this was a reasonable estimate based on previous years. There was \$130,000 in the account before the storm and there should be between \$90,000 and \$130,000 left after paying all obligations related to tree emergencies as a result of the storm.

Ald. Danberg moved approval as amended, which carried unanimously.

#311-10(G1A)HIS HONOR THE MAYOR requesting authorization to transfer the sum of thirty-two thousand four hundred twenty-one dollars (\$32,421) from the Angier School Boiler Replacement Project to the Bowen School Boiler Replacement project. [08/01/11 @ 2:23 PM]

ACTION: APPROVED 8-0

NOTE: The above docket item and Docket Item #311-10 (G2A) were discussed in conjunction as they are related. The requests are to transfer funds from two boiler replacement projects and a lift installation project at three elementary schools that are complete and came in

under budget. The transferred funds will be used to provide additional funding for two boiler replacement projects as the bids are expected to come in higher than anticipated.

The boiler replacement at the Bowen School is expected to cost an addition \$32,421. The new boiler will be capable of using gas or oil. However, there is currently no gas service available to the school as there is no gas main on Cypress Street. The City is in contact with National Grid regarding providing gas service to the school.

The boiler replacement at Countryside School is expected to cost an additional \$50,000. The replacement project includes a new boiler and underground storage tank removal. The School will be converted to gas heat.

The City is prepared to go to bid as soon as the projects are fully funded as both projects are scheduled to be complete by December 2011. Ald. Gentile requested that the Public Buildings Department provide the bid figures as soon as they are received. Mr. Cabral agreed to provide those figures to the Committee. Ald. Rice moved approval of both items, which carried unanimously.

#311-10(G2A) HIS HONOR THE MAYOR requesting authorization to transfer the sum of twenty-five thousand dollars (\$25,000) from the Williams School Boiler Replacement Project and the sum of twenty-five thousand dollars (\$25,000) from the Countryside School Lift Installation Project to the Countryside School Boiler Replacement Project. [08/01/11 @ 2:23 PM]

ACTION: **APPROVED 8-0**

NOTE: See above note for discussion of this item.

#242-11 HIS HONOR THE MAYOR requesting a transfer from departmental payroll and health benefit accounts to various departmental payroll accounts in order to fund the cost items set forth in the labor contract agreement with the Newton Superior Officers' Association for FY12 through FY14. [08/01/11 @ 2:19 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: The Committee opted to discuss all of the union contracts and the request for a transfer to fund an increase to the longevity payments for Hay Grade employees in conjunction. The Aldermen have previously received detailed information regarding the union contracts including the financial aspects of the contracts and have had opportunities to meet with the Mayor to discuss the union contracts.

Maureen Lemieux provided the attached letters requesting that the funding source for the cost items related to the FY09 through FY11 and the FY12 through FY14 contract agreements for the Massachusetts Nurses' Association, the Engineers' Association, the International Association of Firefighters, IAFF Local 863, and the American Federation of State, County and Municipal Employees, Local 2913, the Parking Enforcement and Traffic Supervisors' Union be changed to Free Cash. All the FY 12 funds necessary for the agreements are available in the FY

12 budget except the funds for the firefighters' agreement. Approximately 90% of the members of the firefighters' union have not received any step increases or cost of living adjustments for the past two years. The new contracts for that union include a 2.5% total increase in compensation for the past two years. Therefore, it is the only contract agreement that affects the FY12 budget. Comptroller David Wilkinson added that Free Cash is an appropriate funding source for the contracts.

Ms. Lemieux stated that all of the contracts were negotiated by the Executive Department with the goal of keeping increases in wages and benefits within a growth rate of 2.5%. It was very important to keep expenses in line with revenues. Ald. Fuller asked if all the contracts remained within the 2.5% and if the Executive Department believed all contracts were sustainable over time. Ms. Lemieux responded that all of the negotiated contracts stay within the 2.5% goal and are sustainable. Further information on the union contracts can be found in the attached memo from Maureen Lemieux dated September 2, 2011.

The Committee reviewed the new education incentive program for the firefighters. The City is one of the first to offer this type of program to its firefighters but it is not the leader. Many other communities offer different types of educational incentives. The new program is modeled after the Quinn Bill. The attached memo dated August 11, 2011 from Maureen Lemieux provides the details of the new program. Tom Lopez, President of the Newton Firefighters Union, stated that the Union is providing information to firefighters regarding how the new program works and what courses qualify as part of the program. The union leadership will work with the firefighters to ensure that they understand the program. Ald. Linsky inquired if there was a dedicated stream of revenue to fund the education incentive program for the firefighters after the conclusion of the contract. Ms. Lemieux responded that it is difficult to dedicate funds that far in advance. The contracts will be renegotiated in FY15 and the dynamics may be very different. However, one of the goals of the contract negotiations was to create sustainable contracts.

There was a question regarding the teachers' union joining the Group Insurance Commission (GIC) and the ramifications to the City if that should happen. The City's Labor Attorney Jeff Honig, explained that a new regulation by the Group Insurance Commission allow for staggered introduction into the GIC. Therefore, a union may join the GIC or a City may transfer non-union employees and retirees into the GIC immediately and the other unions that are under contract would not be moved until the termination of that contract. It is unlikely that the City will be involved in the GIC over the next three years. The GIC is currently more expensive to the City than the City's negotiated health care packages.

There were no further questions and Ald. Salvucci moved approval of all of the docket items related to funding the contracts and the transfer of funds for increases to the Hay Grade longevity payments. The Committee voted six in favor with two abstentions to approve all of the items. Ald. Fuller and Ald. Linsky abstained on the items, as they wished to further consider the items.

#243-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the International Association of Firefighters, IAFF Local 863. [08/01/11 @ 2:20 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See above note for the report of the discussion of this item.

#244-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the American Federation of State, County and Municipal Employees, Local 2913, the Parking Enforcement and Traffic Supervisors Unions. [08/01/11 @ 2:22 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See note for Docket Item #242-11 for the report of the discussion of this item.

#245-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the City of Newton Engineers' Association. [08/01/11 @ 2:21 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See note for Docket Item #242-11 for the report of the discussion of this item.

#246-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the Massachusetts Nurses Association. [08/01/11 @ 2:20 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See note for Docket Item #242-11 for the report of the discussion of this item.

#247-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the American Federation of State, County and Municipal Employees, Local 2443, the Foremen's Union. [08/01/11 @ 2:21 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See note for Docket Item #242-11 for the report of the discussion of this item.

#178-11(2) HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the amended FY12 through FY14 labor contract agreement with the American Federation of State, County and Municipal Employees, Local 3092 and Local 3092B. [08/01/11 @ 2:21 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See note for Docket Item #242-11 for the report of the discussion of this item.

#260-11 HIS HONOR THE MAYOR requesting a transfer in the amount of seven thousand eight hundred fifty dollars (\$7,850) from Wage Reserve to various departmental payroll accounts in order to fund an increase to the annual longevity payments for Hay Grade employees. [08-29-11 @ 3:50 PM]

ACTION: **APPROVED 6-0-2 (Fuller, Linsky abstaining)**

NOTE: See note for Docket Item #242-11 for the report of the discussion of this item.

The Committee adjourned at 8:30 p.m. and all other items before the Committee were held without discussion. Draft Board Orders for the above items are attached.

Respectfully submitted,

Leonard J. Gentile, Chairman

Carol Ann Shea
24 Milo Street
Newton Ma. 02465

Employment History: Owner Broker Century 21 Garden City Homes, Newtonville Ma .
1983-Dec. 2010

Currently: Real Estate Broker Century 21 Commonwealth

Community Activities: Trustee Jackson Homestead, Associate member Newton Council
On Aging, Board member John M. Barry Boys and Girls Club,
Newton Community Development Foundation, Newton
Wellesley Weston Committee for Community Living, Newton
Senior Fund, Newton League of Women Voters

Former member Newton Board of Aldermen

Education: BA University of Pennsylvania

TT JUL 20 1 P 4: 03
CITY CLERK
NEWTON, MA. 02159



SETTI D. WARREN
MAYOR

City of Newton, Massachusetts
Office of the Mayor

#263-11

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September 7, 2011

Honorable Board of Aldermen
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

11 SEP -6 P 3:11
CITY CLERK
NEWTON, MA. 02159

Ladies and Gentlemen:

I write to request that your Honorable Board docket for consideration a request to amend *Docket #263-11 HIS HONOR THE MAYOR requesting authorization to appropriate and expend one hundred thousand dollars (\$100,000) from FY12 Budget Reserve for the purpose of funding tree emergency expenses in the Parks and Recreation Department as a result of the recent tropical storm [08/30/11@ 2:27 PM]* by replacing the original transfer request of \$100,000 with an amended transfer request of \$450,000.

The attached Urban Forestry Response Summary details the storm damage information and estimated expenditures. As you know, the City suffered extensive tree damage, with 925 locations of damage reports, 152 road closure reports, 12 to 15 trees on houses with notable damage and 176 reported locations of trees on wires. Bob DeRubeis, Commissioner of Parks & Recreation will be available at both the Finance Committee and the Programs & Services Committee meetings to respond to questions. It is our hope that a substantial amount of these funds will be reimbursable through FEMA, however, Middlesex County has not as of yet reached the threshold of damage required.

This was a very costly storm for the City. Unfortunately, this request will deplete 90% of the City's FY12 Budget Reserve.

Thank you for your consideration of this matter.

Very truly yours,

Setti D. Warren,
Mayor

1000 Commonwealth Avenue Newton, Massachusetts 02459

www.newtonma.gov



DEDICATED TO COMMUNITY EXCELLENCE

STORM INFORMATION

Duration: Saturday August 27th 12 pm through Monday August 29th 8am

Rain: 3 to 4 inches

Wind: 35 mph Sustained winds 40 mph gusts

DAMAGE INFORMATION

First Down Tree: 8:30pm Saturday August 27th

Number of damage reports: 925 locations through September 6th

Number of whole or partially blocked roads: 152 reports

Number of reported trees on houses: 12 to 15 with notable damage

Trees/ limbs on wires: 176 reported locations

EQUIPMENT AND PERSONNEL

Contracted Equipment

Number of Log Loader: 13

Number of Bucket Trucks: 9

Number of Cranes: 1

TOTAL: 23

Contractual crew hours: 1360

City Staff

DPW Crews: all available staff cleared and opened roads as capabilities allowed

Parks and Rec.: 9 crew chasers, 1 call taker/ data entry, 1 operations supervisor

OTHER INFORMATION

Debris Dump Sites: Forte Park, Upper Falls Playground, Rumford Ave. Recycle Center

**Debris will require chipping and disposal.

Damage Assessment: Each stump and down tree location must be photographed and recorded for FEMA purposes

ESTIMATED EXPENDITURES

Contractual Costs

Sunday, August 28, 2011 \$65,000 4am Sun. till 2am Mon. - 5 buckets, 9 loaders

Monday, August 29, 2011 \$64,000 6am till 7pm - 8 buckets, 11 loaders, 1 crane

Tuesday, August 30, 2011 \$55,000 6am till 7pm - 7 buckets, 11 loaders

Tropical Storm Irene Urban Forestry Response Summary

Wednesday, August 31, 2011 \$53,000 6am till 6pm - 7 buckets, 12 loaders
 Thursday, September 01, 2011 \$50,000 6am till 6pm - 6 buckets, 12 loaders
 Friday, September 02, 2011 \$22,000 7am till 4pm - 5 buckets, 3 loaders
 Saturday, September 03, 2011 \$630 4pm till 7pm - 1 bucket truck
 September 6th through 16th, 2011 \$39,000 2 bucket trucks, 1 loader
 Storm Debris Piles Disposal \$40,000 estimated based on size and number of locations
 Post Storm tree, stump, And hazard removal \$85,000 estimated. Will know better at end of damage assesement

Parks and Rec. Staff

During Storm \$13,000
 Post Storm damage assesement \$4,500

| |
|--|
| Estimated Storm Cost: \$491,130 |
|--|

#243-11



SETTI D. WARREN
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September 12, 2011

Honorable Board of Aldermen
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

Ladies and Gentlemen:

I write to request that your Honorable Board amend *Docket #243-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the International Association of Firefighters, IAFF Local 863 [08/01/11 @ 2:20 PM]* by replacing \$682,375 FY2012 Revenue as the source of funding for the FY10/FY11 Retroactive Night Differential (\$ 118,336), FY11 Retro EMR Stipend (\$102,014), FY11 Education Credits Owed (\$126,955), and the Salary Adjustments (\$335,070) with FY2011 Free Cash.

As mentioned in the original request for funding, approximately 90% of the membership of this unit has not received any increase for the past 2 years, therefore, had the City been budgeting a 2.5% total increase in compensation over the prior two years, this contract would not exceed the 2.5% "guiding principle".

As you know, Free Cash was certified on September 7, 2011 in the amount of \$6,793,864 consisting of \$1,626,537 of "turn backs" from the municipal departments.

Thank you for your consideration of this matter.

Very truly yours,

Setti D. Warren,
Mayor

11 SEP 12 A 4 14
CITY CLERK
NEWTON, MA. 02159

1000 Commonwealth Avenue Newton, Massachusetts 02459

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City of Newton, Massachusetts
Office of the Mayor

SETTI D. WARREN
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September 12, 2011

Honorable Board of Aldermen
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

11 SEP 12 A 4:13
CITY CLERK
NEWTON, MA 02159

Ladies and Gentlemen:

I write to request that your Honorable Board amend *Docket #244-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the American Federation of State, County and Municipal Employees, Local 2913, the Parking Enforcement and Traffic Supervisors Unions [08/01/11 @ 2:22 PM]* by replacing \$10,750 of FY2012 Revenue as the source of funding for the FY11 Retroactive Signing Bonus with the same amount from FY2011 Free Cash.

As you know, Free Cash was certified on September 7, 2011 in the amount of \$6,793,864 consisting of \$1,626,537 of "turn backs" from the municipal departments. All FY2012 funds required for this agreement are available within the FY2012 Budget.

Thank you for your consideration of this matter.

Very truly yours,

Setti D. Warren,
Mayor



#245-11



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September 12, 2011

Honorable Board of Aldermen
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

SEP 12 A 4: 14
CITY CLERK
NEWTON, MA. 02159

Ladies and Gentlemen:

I write to request that your Honorable Board amend *Docket #245-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the City of Newton Engineers' Association [08/01/11 @ 2:21 PM]* by replacing \$6,575 of FY2012 Revenue as the source of funding for the FY11 Retroactive Signing Bonus with the same amount from FY2011 Free Cash.

As you know, Free Cash was certified on September 7, 2011 in the amount of \$6,793,864 consisting of \$1,626,537 of "turn backs" from the municipal departments. All FY2012 funds required for this agreement are available within the FY2012 Budget.

Thank you for your consideration of this matter.

Very truly yours,

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#246-11



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September 12, 2011

Honorable Board of Aldermen
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

11 SEP 12 A 4: 14
CITY CLERK
NEWTON, MA 02159

Ladies and Gentlemen:

I write to request that your Honorable Board amend *Docket #246-11 HIS HONOR THE MAYOR requesting transfers from various accounts in order to fund the cost items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the Massachusetts Nurses Association [08/01/11 @ 2:20 PM]* by replacing \$13,500 of FY2012 Revenue as the source of funding for the FY11 Retroactive Signing Bonus and Salary Adjustments \$38,217 with the same amount from FY2011 Free Cash

As you know, Free Cash was certified on September 7, 2011 in the amount of \$6,793,864 consisting of \$1,626,537 of "turn backs" from the municipal departments. All FY2012 funds required for this agreement are available within the FY2012 Budget.

Thank you for your consideration of this matter.

Very truly yours,

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Alderman Scott Lennon, President, Board of Aldermen

E-mail
swarren@newtonma.gov

From: Maureen Lemieux, Chief Financial Officer *ml*

Subject: Responses to Questions Regarding Recently Settled Union Contracts

Date: September 2, 2011

11 SEP - 2 P 14:05
CITY CLERK
NEWTON, MA 02459

I respectfully submit responses to the outstanding questions posed by members of the Honorable Board of Aldermen dated August 11, 2011 and August 26, 2011. Additionally, I am providing the following attachments:

- Attachment A - updated information on educational incentive programs for police departments throughout the Commonwealth,
- Attachment B - updated information on educational incentive programs for fire departments throughout the Commonwealth,
- Attachment C - Five Year Forecast
- Attachment D - the Summary of all Cost Items of the Collective Bargaining Agreements,
- Attachment E - 3 year comparison of health care projections for status quo, G.I.C., and the negotiated plan by union,
- Attachment E1 - FY2012 Group Health Insurance Funding Projection based on August 1, 2012 working rates,
- Attachment E2 - FY2013 Group Health Insurance Funding Projection based on 8% working rate increase for Tufts plans and 9.1% working rate increase for Harvard plans,
- Attachment E3 - FY2014 Group Health Insurance Funding Projection based on 8% working rate increase for Tufts Plans and 9.1% working rate increase for Harvard Plans.
- Attachment F - FY12 - FY18 projected movement on the Patrolman's grid,
- Attachment G - 3-Year projected Savings based on comparison to the prior pattern,
- Attachment H1 - correspondence from Tufts Heal Plan,
- Attachment H2 - Correspondence from Harvard Pilgrim Health Care,
- Attachment H3 - Correspondence from Group Benefits Strategies - the City's Health Care Consultant,

If there are any further questions, please do not hesitate to contact me.

Cc: Setti D. Warren, Mayor
Honorable Board of Aldermen
Robert Rooney, C.O.O.
David Wilkinson, Comptroller
Donnalyne Kahn, City Solicitor
Dolores Hamilton, Human Resources Director
Jeffrey Honig, Labor Counsel
1000 Commonwealth Avenue Newton, Massachusetts 02459

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**RESPONSES TO BOARD OF ALDERMEN QUESTIONS REGARDING
COST ITEMS ASSOCIATED WITH RECENTLY SETTLED UNION CONTRACTS**

Questions Dated August 8, 2011

Any Attachments for Questions 1-9 were provided on August 12, 2011

1. The police contract contains Quinn Bill provisions which provide educational funding for members of the police department. Other union contracts do not have this type of provision. What would it cost to provide advanced education for all unions and H-grades?

Answer: In addition to the police contract, there are actually several contracts that do compensate employees for education. The Teachers Contract contains different "lanes" which delineate between Bachelor Degrees, Masters Degrees, Masters + 30, Masters + 45, and Masters +60/Doctorate, while the Nurses are compensated in the following manner: non-certified school nurse, certified school nurse, nationally certified school nurse, full-time nurse, full-time masters certified, and special needs nurses. Further, as you know, members of the Fire Department have been compensated with \$35 per credit hour earned. As you may have seen in the MoA which was recently signed with the I.A.F.F., that compensation will be adjusted for those members who have obtained degrees in either Fire Science or Emergency Management. As for the other unions, job description and placement on grade level is contingent upon certain educational criteria for many positions throughout the City, with employees being compensated accordingly.

2. In the spreadsheet that Maureen provided on other communities that fund Quinn Bill benefits, does the list represent just police departments, or does it include fire departments as well? Do we know what communities extend the benefit to firefighters?

Answer: The spreadsheet that was provided to members of the Board on Monday, August 8th strictly dealt with Police departments. However, since that time we have obtained information about Police education incentives in additional communities, as well as, information on education incentives offered to Firefighters in many communities in the Commonwealth. Those lists are attached to this document.

3. What percent of police use the Quinn Bill education benefit? Are the cost projections based on the same percent of firefighters also using it?

Answer: Currently, 65% of the members of the Newton Police Association participate in the Educational Incentive program known as "Quinn Bill", while 94% of members of the Newton Superior Officers' Association participate. Cost projections are based on a gradual increase of firefighters obtaining a degree in Fire Science or Fire and Emergency Management. While many firefighters begin to pursue degrees, they will each progress at a different pace and will graduate over the next several years. Additionally, we believe that there are many veteran firefighters who are satisfied with the per-credit hour education incentive pay, and will therefore, not pursue a degree program.

4. What is the total cost per year for Quinn Bill benefits? Please provide the actual documentation which shows how you arrived at the numbers.

Answer:

| <u>Fiscal Year</u> | <u>Total Cost</u> | <u>State Contribution</u> | <u>City Cost</u> |
|-----------------------|-------------------|---------------------------|------------------|
| 2012 Budget | \$1,325,486 | \$ 0 | \$1,325,486 |
| 2011 (Includes Retro) | \$1,482,051 | \$ 56,227 | \$1,425,824 |
| 2010 | \$1,281,803 | \$ 113,685 | \$1,168,118 |
| 2009 | \$1,315,647 | \$ 575,020 | \$ 740,626 |
| 2008 | \$1,266,127 | \$ 627,581 | \$ 638,546 |
| 2007 | \$1,244,252 | \$ 654,706 | \$ 589,546 |
| 2006. | \$1,243,019 | \$ 574,029 | \$ 668,990 |

Source of Information: City of Newton Financial System

5. The police contract provides for a doubling in the number of steps at the end of the 3rd year of the contract. How will this provision affect future contracts, and what is the projected cost of these additional steps for the first four years of implementation?

Answer: *Although the City has "doubled" the number of steps at the end of the contract, the first 5 steps are lower than their previous counterpart. Additionally, this is a 4% grid through step 6, with a 3% increase between steps 6 and 7, and a 2.5% increase between steps 7 and 8. Further, we have phased movement on the top step based on longevity. Based on our projected numbers, I would estimate that 35% of employees on Step 4 will move on July 1, 2014, approximately 35% will move on October 1, 2014, and as many as the remaining 30% will move on January 1, 2015 (or later based upon their anniversary date). This phased approach will result in a compensation increase for these projected 77 employees on the top step of approximately 1.75%. The movement of all other officers will approximate 0.5%. Therefore, it is my expectation that the new steps will increase compensation in FY2015 by between 2.0% and 2.25%. Employees at the top step will receive a decreasing percentage increase over the next two years, while new officers will receive approximately \$13,000 less than outgoing officers*

6. Why were the healthcare changes that were included in the contracts implemented on August 1st when the Board of Aldermen has not yet voted on the funding for these contracts?

Answer: *It is my expectation that the City will save approximately \$85,000 per month or slightly more than \$1 million per year based on the plan design changes that we have negotiated with these contracts. Throughout the negotiation process the City worked with our Health Insurance Carriers to insure that they would be able to implement the plan design changes and administer the new plan designs as soon as possible, in order to enable the City to maximize our savings..*

7. What will the Executive Office do if the Board votes down the requests to transfer funds to cover the costs associated with the union contracts?

Answer: The Executive Office has instructed all municipal employees to maintain good records and to keep their receipts. Should the Board of Aldermen choose not to support these contracts, we will reimburse our employees for any and all health care expenditures incurred that exceed the prior co-payment schedule.

8. What is included in the calculation that states that the contracts will only increase 2.5%? Please include specifics by contract.

Answer: All cost items associated with each of these contracts are included in the projected cost calculation. Specifically, for FY2012 those costs are as follows:

Foremen's Contract: P.O.S. Buyout for employees, increased longevity payment for members of the unit, delayed step increases for the members who are eligible to step, reclassification for 2 members, a snow premium in lieu of compensation when members are required to work during off hours on snow operations, a 1% salary increase for all members of the bargaining unit, and a \$750 lump sum payment upon implementation of the health care plan design changes.

Police Patrolmen's Contract: P.O.S. Buyout for employees, increased longevity payment in exchange for the phasing out of the Exceptional Services Program, delayed step increases for the members who are eligible to step, a 1% salary increase for all members of the bargaining unit, and a \$700 lump sum payment upon implementation of the health care plan design changes.

Superior Officers' Contract: P.O.S. Buyout for employees, increased longevity and technology payments in exchange for the phasing out of the Exceptional Services Program, a 1% increase in night differential for qualifying officers based on the arbitrator's award last summer to the Patrolmen, a 1% salary increase for all members of the bargaining unit, and a \$700 lump sum payment upon implementation of the health care plan design changes.

Newton Municipal Employees' Association: P.O.S. Buyout for employees, increased longevity payments (59 employees or 33% of this unit have been employed with the City for more than 25 years), delayed step increases for those employees who are eligible for steps, a 1% salary increase for all members of the bargaining unit, and a \$700 lump sum payment upon implementation of the health care plan design changes.

International Association of Firefighters: P.O.S. Buyout for employees, increased longevity payments in exchange for phasing out the Exceptional Service Program, delayed step increases for those employees who are eligible for steps, a 1% increase in night differential for qualifying firefighters based on the arbitrator's award last summer to the Patrolmen (this item is retroactive to 7/1/09 – the date of award for Patrol), a 1% increase in the Emergency Medical Response Stipend (retroactive to FY11), a 1% salary increase for all members of the bargaining unit, a \$700 lump sum payment upon implementation of the health care plan design changes, and an adjustment to the

educational incentive program to reward members of the unit upon completion of a certified degree program in Fire Science or Fire and Emergency Management.

Parking Control/Traffic Supervisors: Technology stipend increase, a 1.0% salary increase for all members of the bargaining unit, a \$750 lump sum payment upon implementation of the health care plan design changes, and a \$100 annual bonus for all traffic supervisors (crossing guards) who work through the entire school year and do not take more than 3 sick days.

Nurses: P.O.S. Buyout for employees, step increase on new grid, and a \$700 lump sum payment upon implementation of the health care plan design changes.

Engineers: Increased longevity payments, delayed step increases for those employees who are eligible for steps, a 1.5% salary increase for all members of the bargaining unit, and a \$750 lump sum payment upon implementation of the health care plan design changes.

A.F.S.C.M.E. Amendment: Increased longevity payments to mirror other ratified contracts.

“H” Grade Employees: P.O.S. Buyout for employees, increased longevity payments, a 1.0% salary increase for all members of the bargaining unit, and a \$750 lump sum payment upon implementation of the health care plan design changes.

9. Under the new health insurance reform regulations’ provision for coalition bargaining, do all of the unions have to participate, and if there is a signed contract with one union does it preclude other unions from joining the GIC?

Answer: The Rules and Regulations are currently in the process of being “defined”. Therefore, we cannot say definitively whether or not “all” subscribers to the City plan would have to join the GIC at the same time. We believe there are many other communities that are in the same situation as the City of Newton, where they have some fully executed contracts and some expired contracts. We continue to monitor the development of the regulations.

**RESPONSES TO BOARD OF ALDERMEN QUESTIONS REGARDING
COST ITEMS ASSOCIATED WITH RECENTLY SETTLED UNION CONTRACTS
Questions Dated August 11, 2011**

10. What is the effect of the language relating to the non-participation in the GIC beyond the term of the contract? Does it remain in force unless and until there is a subsequent agreement or is it sunsetted?

Answer: The language in the MOAs, restricting the City's ability to make changes to health care plan design for the duration of the CBAs, reflects the City's existing obligations under Chapter 150E of the Massachusetts General Laws, which prevent the City from changing any of the terms and conditions of the CBAs without the assent of the unions. Therefore, this language does not give the unions any greater legal rights; nor does it impose any greater legal obligations on the City, beyond what is already provided for in Chapter 150E.

However, the new municipal health care reform legislation, Chapter 69 of the Acts of 2011, specifically exempts the City from Chapter 150E, and allows the City to change health care plan design (G.L. c.32B, sec. 22), or enter into the Group Insurance Commission (GIC) (G.L. c.32B, sec. 23), through a modified coalition bargaining process that is entirely independent of Chapter 150E. As such, the City can adopt G.L. c.32B, sec. 21 at any time, notwithstanding the restrictive language in the MOA's, noted above. In this case, state statute controls over MOAs negotiated under Chapter 150E. See Chief Justice for Administration and Finance for the Trial Court v. OPEIU, Local 6, 441 Mass. 620 (2004) (unless specifically exempted, state statute controls over a conflicting provision of a CBA). Note that Section 4 of Chapter 69 protects the City's unions from changes to health care plan design, or entry into the GIC, being imposed upon them for the duration of their current CBAs. On the other hand, union employees without CBAs in place, in addition to non-union employees, would immediately be subject to changes to health care plan design, or entry into the GIC, under the modified coalition bargaining process. Retirees are treated separately in the new municipal health care reform legislation.

Finally, while the City agreed to "evergreen" language in the MOAs, these provisions would not be enforceable unless and until the legislature amends the General Laws to address the Supreme Judicial Court's ruling in Boston Housing Authority v. National Conference of Firemen and Oilers, Local 3, 458 Mass. 155 (2010) ("evergreen" clauses invalidated, since they impermissibly cause CBAs to extend beyond the three-year contract limitation set forth in G.L. c.150E, sec. 7(a)). Regardless, the City can still adopt G.L. c.32B, sec. 21 at any time, notwithstanding the "evergreen" language in the MOAs. Again, state statute controls over MOAs negotiated under Chapter 150E. See Chief Justice for Administration and Finance for the Trial Court, supra.

11. On the spread sheet there are many towns which are not at all comparable to our situation. The cities I would be interested in knowing about are Somerville, Brockton, Arlington, Framingham, Waltham, Haverhill, Worcester, Lawrence, Fall River, and Malden. Can we get this data?

Answer: Attachment A contains updated information for Police Educational Incentive Programs throughout the Commonwealth, while Attachment B contains similar information for Fire Departments.

Compensation Policy

12. What is our overall compensation policy and how does it relate to these contracts? I understand and applaud the policy of having the growth rate of compensation rise at the same rate as revenues. But, beyond that, what is our policy? For example, what cities and towns do we consider as our benchmarks? Are we trying to offer compensation that is at parity with these communities? Somewhat higher? Somewhat lower? In other words, what level do we want our compensation to be at?

Answer: The Citizens Advisory Group Final Report listed the following as the #4 Game Changer:

4. Limiting the average, long-run growth rate of employee salaries and benefits to the average, long-run growth rate of City revenues, while maintaining a level of total compensation sufficient to recruit and retain excellent personnel.

- *Ideally, both goals can be achieved. However, if competitive pay, or an inability to control benefit cost increases through collective bargaining, means that total compensation grows faster than the current and predicted growth in City revenues, then a combination of productivity increases or decreases in scope and quality of service will be required—unless, of course, residents are willing to commit to multiple tax overrides.*
- *The level and growth rate of total compensation constitute essential elements of any compensation policy. With respect to the level of total compensation, this Committee recommends that elected officials set an explicit goal expressed in terms of compensating City and School employees so that they fall, as just an example, into the top quintile of that paid to employees in cities of comparable size, in the case of the municipal employees, and cities with a similar commitment to education, in the case of school employees.*
- *With respect to the average, long-run growth rate of total compensation for City employees, we recommend that this rate should be limited to the historic long-run growth rate of City revenues.*
- *One of the effects of the policy of matching employee compensation and revenue growth would be that throughout its duration—or as long as annual inflation continues in the 2% - 3% range—there would be no real income growth for City employees as a group, unless tax overrides were to be part of the City's long-run revenue growth.*

Although the City formally accepted the report of the Citizens' Advisory Group, it has not "adopted" this "Game Changer" as an official policy of the City. That being said, understanding the compensation packages and benefit levels of surrounding communities was an integral part of these negotiations. If the City of Newton wants to continue to be able to attract the most qualified candidates in this region, we must be vigilant in understanding the compensation packages that are being offered in competing communities.

13. Is our compensation policy designed primarily to retain and develop current employees for promotion as turnover occurs in the City or do we anticipate external recruitment as the primary vehicle for filling staff vacancies?

Answer: Although the City endeavors to retain and develop current employees for promotion, there are times when external recruitment is necessary.

Financial Forecast and Compensation

14. Please provide us with an updated (and more detailed) financial forecast so we can understand the impact of these contracts in the context of our anticipated revenues and other major expenses. We need to see a 5 year forecast that has individual line items for at least the following for both municipal and schools:

Municipal:

- Salaries
- Benefits
- Pensions
- Debt Service
- State and county charges
- Financial Reserves
- All other municipal

Newton Public Schools:

- Salaries
- Benefits
- Pensions
- Utilities
- Tuition
- All other expenses

Answer: Please See Attachment C.

Revenues

As you know, Proposition 2 ½ is a "revenue cap", and as a result we are able to predict revenues with some certainty. Additionally, the City will continue to "draw down" on the capital stabilization fund, thus impacting "new revenues" over the next 3 years. Consequently, we project the City's annual growth in Revenue will fluctuate between 2.2% and 2.9%.

Expenses

Based on the settlement of the municipal contracts, we are able to forecast the expenditures associated with salaries and health benefits for the next several years.

Additionally, in several areas, such as solid waste, the City has long term contracts in place, which enable us to estimate those costs with some certainty.

Please note: This forecast is intended to be used for planning purposes and has been provided to enable the Board to understand how the approval of the contracts will impact the financial projections of this City. Perhaps the most important factor is that where the City, the Blue Ribbon Commission, and the C.A.G. were previously forecasting significant deficiencies in the years covered by this forecast, these contracts do in fact "adjust the slope of the curve" and make tremendous progress toward the goal of creating viable, sustainable, balanced budgets.

15. After compensation, debt service and financial reserves, what is the percent change in funds available for municipal and Newton Public Services for the next 5 years?

Answer: At best – if the City provides a 2.5% FY13 Budget increase to the Newton Public Schools, it is my expectation that there may be no increase to the FY13 appropriations for the Municipal Departments. However, approval of these contracts will allow the City to make great strides toward developing balanced, viable, sustainable budgets. Further, through zero-based budgeting, performance management and the results of recent analysis this past summer, we will continue to work to control costs on each and every line item.

Cost Analysis by Element

16. In order to evaluate these contracts thoughtfully, please provide a cost analysis/projection by each element of each contract for 2012-2016 (5 years). This will allow us to understand (1) if the City of Newton can afford the contract, and (2) if the total increase is less than or equal to 2.5%. For example, the elements would include:

- One time bonuses or stipends
- COLAs
- Step Increases
- Expanded number of Steps
- Longevity pay
- Educational incentives
- Increased number of bereavement/ vacation/personal days
- One time health stipends
- Impact of changes in regular compensation on the City's annual required contribution to the Newton Contributory Retirement System

Answer: Please see Attachment D.

G.I.C.

17. The contracts say, "The City agrees ... it will not seek further changes in the terms and conditions of the health insurance plans offered by it to its bargaining unit employees without the express written consent of the Union until, at the earliest, negotiations for a successor to the 2011-2014 collective bargaining agreement. Further, should any federal or state law be enacted purporting to allow any such changes prior to the negotiations for a

successor agreement, the City will not pursue any such changes unless it is legally compelled to do so."

Given that this clause says the City will not seek changes in health insurance plans, is the City prevented from calling the unions together to negotiate during the 30 day period if we adopt the local option as outlined in the new state law? (According to the new state legislation, the reason we are allowed to call the unions together is to make changes in the health insurance plans.) Does this language prevent us from making plan design changes or joining the GIC for those school unions that are not under contract?

Answer: No.

18. Please provide a detailed analysis for the next 5 years of the costs to both employees and the City of Newton of joining the GIC compared with the costs embedded in Newton's new municipal contracts. What are the key assumptions in this analysis? For example, what is the compound annual growth rate for the next 5 years for the GIC premiums and for Newton's self-insured premiums? How do these compare to the past 5 years for each?

Answer: A detailed analysis for the next 3 years of the cost comparison by union for Status Quo, G.I.C. and the Negotiated Plan has been provided as Attachment E. (Please note – this comparison includes employees funded by enterprise funds). The compound annual growth rates for the next 3 years are based on the past 10 years of experience and are as follows:

| | |
|----------------|-------------|
| <i>G.I.C.</i> | <i>6.4%</i> |
| <i>Tufts</i> | <i>8.0%</i> |
| <i>Harvard</i> | <i>9.1%</i> |

Additionally, I have included my Group Health Insurance Funding Projections for Fiscal Years FY12, FY13 and FY14 (Attachments E1, E2, & E3). Year 1 savings result from the combination of plan design changes and increased contribution levels of new employees. In year 2, although working rates are increased at the above mentioned rates, the City's change in contribution rate to the Point of Service Plan (approximately \$200,000) and further savings based on the accumulation of new employees contributing at a higher rate combine to generate the 5.4% increase in total cost of plan that year. As for year 3, although all plan design changes have been implemented, savings continue to accrue based on the accumulation of new employees contributing at a higher rate.

Quinn Bill

19. In the information you supplied in the spreadsheet, one community chose to compensate officers with a large, one time stipend instead of ongoing salary increases via educational incentives (which also have an impact on pensions). Did the City of Newton consider this alternative?

Answer: The City considered many alternatives when negotiating all aspects of the Contracts that were recently ratified, and believe we have negotiated the best possible

contracts for the Administration, for our valued employees, and most importantly for the residents of this City.

20. What are the cost ramifications of offering Quinn/educational incentives to new hires in the police department over the next 5 years and to firefighters?

Answer: We believe there will be no significant changes in the costs associated with offering Quinn Bill to new hires in the Police Department. Although State reimbursement for this program has been declining, it has always been the practice of the Cohen administration and now the Warren administration to continue to offer these benefit to new employees. The Quinn bill was specifically designed for police services with broader range of community needs from social services to terrorism response. Policing today requires officers to be well-rounded, critical thinkers able to make informed decisions decisively. These skills are better honed through the rigors of a high-standards college education. The work of Police Officers is one of the most difficult occupations a municipality employs. The liability is not only on municipalities but also the individual officer in performing law enforcement duties. This is one reason municipalities have invested in education incentive programs; an educated police officer reduces the liability on municipalities just as it improves the quality of life in the community. Therefore, the Chief of the Newton Police Department firmly believes it is important for the City to continue to offer this benefit package in order to continue to attract the highest caliber applicants.

Similarly, we believe offering educational incentive benefits will enable the Fire Department to attract applicants who have attained degrees in Fire Science and Fire and Emergency Management. The addition of this benefit level will cost the City approximately \$67,000 in FY12. In future years we estimate the City will incur between \$50,000 and \$75,000 per year while many of our firefighters pursue higher education. It is very important to recognize that not all firefighters will progress at the same pace, pursue the same degree levels, or pursue degrees at all. This will allow the department to "phase" the additional costs associated with this benefit. An increase in this benefit was included in the contract calculations.

21. Expanding the Quinn educational incentives will impact future pension costs. What is the actuarial cost for pensions for the next 5 years of the new firefighter education incentives and the expanded police education incentives?

Answer: Currently, the cost of the Pension Plan is approximately 20% of the cost of compensation. Funding for Pensions is based on a funding schedule approved by the Retirement Board which does take compensation increases into consideration; however, I have not calculated the exact impact.

STEP Increases on the Last Day of the Contract

22. You conclude the following: "It is my expectation that the new steps will increase compensation in FY2015 by between 2.0% and 2.25%." How can we bake in a 2% to 2.25% increase from steps alone for the 2015 - 2018 contract right now when the City of Newton will very, very likely still need to keep total compensation at lower than or equal

to only 2.5%? Is the recently adopted (and laudable) policy of linking compensation increases to increases in city revenues sustainable with these new steps and step increases?

Answer: The next contract period will cover years FY15 – FY17. We are only able to negotiate labor contracts for a 3 year period. The step increases in the Police Patrolmen's contract will impact each of those 3 years but will "top out" in FY17. As answered in Question #5 above, the projected salary increases do not include projections for attrition. When attrition is taken into account, the percentage increase will decrease further

23. Please provide us with the data about the number of employees by number of years of service and the cost implications through the next full contract (2012 - 2018) of the additional steps and step increases.

Answer: Please see Attachment F.

**RESPONSES TO BOARD OF ALDERMEN QUESTIONS REGARDING
COST ITEMS ASSOCIATED WITH RECENTLY SETTLED UNION CONTRACTS**
Questions Dated August 26, 2011

24. The Mayor's analysis shows that the 2011-2014 municipal union contracts will save approximately \$6 million. Is this savings based on a comparison of total compensation (i.e., wages and benefits) under the 2011-2014 contracts and: (1) total compensation under our current interim contracts; (2) total compensation if the same schedule of increases in the 2006 – 2009 contracts were applied for the period from July 1, 2011 through June 30, 2014; or (3) some other basis for comparison?

Answer: This comparison is based on prior patterns. Please see Attachment G.

25. Maureen Lemieux has indicated that the City has determined the savings under the 2011-2014 contracts in part from our work with a consultant and written information from Tufts and Harvard. Could you provide the Board of Aldermen with the analysis from the Tufts and Harvard Pilgrim actuaries about the savings from plan design changes?

Answer: Please see the following:

Attachment H1 – Correspondence from Tufts Health Care

Attachment H2 – Correspondence from Harvard Pilgrim Health Care

Attachment H3 – Correspondence from Group Benefits Strategies (the City of Newton's Health Care Consultant)

26. We need an updated 5 year financial forecast (FY12-FY16) for the city's revenue and expenses that includes the 2011-2014 contracts. What is the size of deficits in each of the next 5 years? What is the plan to address those deficits?

Answer: This answer has been provided in #14.

27. If the city were to join the GIC, what would happen to the \$9-10 million health benefits reserve? Was this amount included in the comparison of savings negotiated in the union contracts versus adopting the local option?

Answer: 20% of this fund belongs to the employees and 80% would belong to the City.

28. The MOAs for the union contracts, and proposed amendment of the AFSCME contract, contain a clause that provides:

"The City agrees that in return for the changes listed above, it will not seek further changes in the terms and conditions of the health insurance plans offered by it to its bargaining unit employees without the express written assent of the [union] until at the earliest, negotiations for a successor to the 2011-2014 collective bargaining agreement. Further, should any federal or state law be enacted purporting to allow any such

changes prior to the negotiations for a successor agreement, the City will not pursue any such changes unless it is legally compelled to do so."

The state recently passed a local option that would allow the city to adopt co-pays and deductibles, along with other cost-sharing health care plan design features that are not higher than those offered by the Group Insurance Commission (GIC) or, alternatively, transfer employees to the GIC if it would result in at least 5 percent more savings than could be achieved through a local health care plan. The law also allows a portion of savings to be returned to employees and includes protections for retirees and employees with existing health concerns, who are likely to incur higher co-pay and deductible costs.

Does the above-referenced provision in the 2011-2014 contracts prohibit the city from pursuing the local option at any point either during or beyond the duration of this contract? if so, what would the precise nature of the prohibition be? Specifically, if the union contracts containing this provision are affirmed, would it allow other unions (e.g., the teachers union) to join the GIC? Would it allow the city to pursue the local option with other unions? If the city and the unions fail to reach agreement on successor collective bargaining agreements, would this provision remain in effect and continue to prohibit the city from pursuing the local option unless and until the city and the unions negotiate a successor agreement? What is the opinion of outside counsel for the school committee on these questions? What is the opinion of the municipal employees unions on these questions?

Answer: The opinions of the School Committee's counsel and the unions' counsel on these issues have not been expressed to the City. All other portions of this question have been answered in #10.

29. Please provide documentation supporting the statement that the new 8 step provision in the police contract would not exceed the 2.5% annual increase from the time the new 8 step provision kicks in and then going forward for the next 5-10 years, including the costs of salaries and benefits

Answer: Please see Attachment F.

Municipal Quinn Bill Survey
August 2011

| TOWN | 100% to Current and New Employees | No | Partial/Other |
|------------------|-----------------------------------|----|---|
| ARLINGTON | yes | | |
| BELMONT | yes | | |
| BOSTON | | | in litigation |
| BOXBOROUGH | yes | | |
| BRAINTREE | yes | | |
| BROCKTON | yes | | |
| BROOKLINE | yes | | |
| BUCKLAND | yes | | |
| BURLINGTON | yes | | by contract expired 6/30/11, stopped 7/1/11 |
| CAMBRIDGE | yes | | |
| CANTON | yes | | |
| CHARLTON | yes | | no to new hires |
| CHATHAM | yes | | new contract as of 7/1/11 |
| CHELSEA | yes | | |
| DEDHAM | yes | | negotiating flat rate for new hires |
| DEERFIELD | yes | | |
| DOVER | yes | | |
| EVERETT | yes | | new hires only 50% |
| FAIRHAVEN | | no | union lost/under appeal |
| FALL RIVER | yes | | negotiating new hires as of 10/1/2010 |
| FALMOUTH | yes | | new hires, town 50%, whatever state provides |
| GRAFTON | yes | | |
| GREAT BARRINGTON | | | not covered by Quinn |
| GROVELAND | yes | | |
| HAVERRILL | yes | | |
| HARVARD | yes | | |
| HINGHAM | yes | | |
| HOPKINTON | yes | | |
| HULL | Yes | | |
| IPSWICH | yes | | |
| LAWRENCE | | | |
| LEOMINSTER | yes | | |
| LEXINGTON | yes | | |
| LINCOLN | yes | | 50% for New Hires |
| MALDEN | yes | | |
| MARSHFIELD | yes | | |
| MASHPEE | | | at SJC |
| MEDFIELD | yes | | new hires after 7/1/2010 flat stipend added to base pay |
| MEDFORD | yes | | lost in arbitration, union prevailed retro to 7/1/09 |
| MILTON | yes | | lost in Supreme court in 1993 |
| NATICK | yes | | flat rate for new hires |
| NEEDHAM | yes | | |
| NORTH ANDOVER | yes | | |
| NORTH ATTLEBORO | | | In litigation |
| NORTH READING | yes | | lost in court, pay in full |
| NORTHAMPTON | yes | | |
| NORWELL | yes | | |
| NORWOOD | | no | |
| OXFORD | yes | | |
| PAXTON | yes | | |
| PRINCETON | yes | | |
| QUINCY | yes | | |
| RANDOLPH | yes | | |
| SALEM | yes | | |
| SANDWICH | yes | | now called Ed Incentive |
| SCITUATE | | | in litigation |
| SHERBORN | yes | | new-flat stipend, \$10,000 for BS, \$15,000 MS |
| SOMERSET | yes | | |

**Municipal Quinn Bill Survey
August 2011**

| | | | |
|----------------|-----------|----------|---|
| SOMERVILLE | yes | | |
| SWANSEA | yes | | |
| SPRINGFIELD | yes | | |
| TOPSFIELD | yes | | |
| TYNGSBOROUGH | | | in litigation |
| WALTHAM | yes | | |
| WAREHAM | | | in litigation |
| WATERTOWN | yes | | |
| WAYLAND | yes | | new hires on diff pay plan by degree |
| WELLESLEY | yes | | new hires flat rate/no longer civil service |
| WEST BOYLSTON | yes | | |
| WESTON | yes | | |
| WESTWOOD | yes | | |
| WEYMOUTH | yes | | |
| WHITMAN | yes | | |
| WILBRAHAM | | no | |
| WOBURN | yes | | |
| WORCESTER | yes | | |
| Totals: | 65 | 3 | |

**Municipal Fire Education Incentive Survey
August 2011**

| TOWN | Yes | No | |
|---------------|------------|-----------|--|
| ARLINGTON | yes | | \$41.82 per credit hour for Fire Sci with min of 10 crdits, max of 60 |
| BEDFORD | yes | | AS = \$3100/ BS = \$4000 |
| BRAINTREE | yes | | AS = \$2000/BS = \$2500/ MS = \$3000 |
| BROCKTON | yes | | 10 credits - 3%/25 credits = 6%/ 40 credits = 10%/60 credits = 15%/ 120 credits = 20%/ 150 credits = 30% |
| BROOKLINE | yes | | |
| BURLINGTON | yes | | AS = \$1300/BS = \$3400 |
| CAMBRIDGE | yes | | 15 credits 1.13%/30 cred 2.25%/60 cred 4%/AS 5%/90 cr 7.5%/ 120 cred 11% /BS 15%/MA 20% of top step FF |
| CHELSEA | yes | | AS-15%/BS-20%/MS-25% |
| EASTON | yes | | \$35/credit for classes related to Fire or EMS |
| FALL RIVER | yes | | AS 5%, BS 10% |
| FRAMINGHAM | yes | | 10+ credits toward BS =1.5%/25+credits 3%/40 crdts=5%/AS=7.5%/BS 10%/MS 15% |
| HALIFAX | yes | | AS 5% wage increase |
| HANOVER | yes | | 10 credit hours = \$200/25 crdts = \$400/ 40 crdts = \$600/ AS = 5%/BS = 10%/MS =12.5% |
| HINGHAM | yes | | \$20/semester hour |
| HOPKINTON | yes | | \$5.00/week per approved course/capped at \$25 per week |
| LEXINGTON | yes | | 15 credits = \$1250/30 cr =1400, AS = \$2600/BS = \$3200 |
| LINCOLN | yes | | Ed Incentive |
| LOWELL | yes | | AS = \$1200/BS = \$2400 |
| MARSHFIELD | yes | | AS = 6%/BS = 9%/ MS = 11% |
| MELROSE | yes | | AS Fire Sci = 1250/BS Fire Sci = \$2000/MS Pub. Admin =\$3000 |
| MIDDLEBORO | yes | | \$5/credit up to \$50 per week, AS-10%, BS 15%, MS 20% |
| MIDDLETON | yes | | 15-29 crdts=\$500/30+ = \$600/ AS = \$1000/BS = \$1800 all in Fire Science |
| MILFORD | yes | | 12 credits = \$150/\$50 for each additional 3 credits up to AS=6%/BS=10%/MS=12% |
| NATICK | yes | | 30 credits 3%/AS 5%/BS/8%/MS 10% |
| NEEDHAM | yes | | qualified fire sci or related degree 30 credit hours =\$544.50/ AS or 60 crdts = \$998.25/90 crdts = \$1452/BS = \$2026.75/MS=\$2420 |
| NEW BEDFORD | yes | | \$43.68/credit hour |
| NORTH ANDOVER | yes | | Ed Credits 20-39 = \$500/40-59= \$500/60to 89 = \$1000/90 to 119 credits = \$1500 BS in Fire Sci = \$2000 |
| NORTH READING | yes | | AS = 6%/ BS = 7%/ MS = 8% |
| NORTHBOROUGH | yes | | AS \$700/BS \$1350 |
| QUINCY | yes | | |
| RAYHAM | yes | | AS = 5%/BS= 8%/MS = 13% |
| READING | yes | | As = 5%/BS= 10%/MS = 15% |

**Municipal Fire Education Incentive Survey
August 2011**

| | | |
|------------|-----|--|
| SANDWICH | yes | 21-45 credits = 2%/46-62=3%/AS=6%/ 81-100 crdts= 7%/101-119 crdts = 9%/BS = 10% |
| SAUGUS | yes | \$20/ credit up to 45 credits/ AS \$2000/BS \$4000 |
| SHREWSBURY | yes | AS = 5%/BS = 10% |
| STOW | yes | 5% AS/ 10% BS/ 15% MS |
| SWAMPSCOTT | yes | \$200 for 30 credits toward fire science/AS \$400/BS \$600 |
| TAUNTON | yes | 10-24 credits = 3%/25-39 crdts = 6%/40-59 crdts = 10%/AS= 15%/BS = 20% MS=30% Ph D=40% |
| TOPSFIELD | yes | 5% for AS in Fire Science |
| WALTHAM | yes | 60-119-7.5%, 120-149-10%,150+ - 12.5%, hired as of 7/1/88 |
| WATERTOWN | yes | 3-30 credits = \$12/crdt/31-59 crdt = \$17/crdt/AS = 4%/ BS = 7.75% for pre-approved Fire Sci or related degree |
| WAYLAND | yes | Ed credits up to associates - AS (60 credits) \$2300/BS \$2700/MS\$300 |
| WELLESLEY | yes | Ed Credits - 3 hours = \$60/6 hrs = \$120/9 hrs = \$240/12 hrs = \$300/15 hrs=\$360/18 hrs = \$435/21 hrs = \$480/24 HRS = \$540 |
| WESTON | yes | |
| WESTWOOD | yes | Fire Sci = \$21/crdt up to \$1250/AS = 5%/ BS = 8.5%/MS = 10% |
| WILMINGTON | yes | \$100/6 credits up to \$2000 and must stay at least 3 years |
| WOBURN | yes | AS-\$1250/BS - \$2500/ MS - \$3000 plus \$14/credit hour toward degree in Fire science |
| WORCESTER | yes | |
| WRENTHAM | yes | |
| Total: | 49 | |

City of Newton, Massachusetts
Five Year Municipal Expenditure Projection
Fiscal Years 13 through 17

2-Sep-11

mll

Attachment C

| | <u>FY 12 Budget</u> | <u>FY 12 Adjusted</u> | <u>FY 13 Forecast</u> | <u>FY 14 Forecast</u> | <u>FY 15 Forecast</u> | <u>FY 16 Forecast</u> | <u>FY 17 Forecast</u> |
|--------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| PROJECTED AVAILABLE REVENUE | \$ 301,977,711 | \$ 302,177,711 | \$ 308,720,784 | \$ 316,822,396 | \$ 324,684,550 | \$ 334,091,384 | \$ 343,738,638 |
| <u>PROJECTED EXPENDITURES</u> | | | | | | | |
| Salaries & Wages | \$ 52,902,589 | \$ 53,857,215 | \$ 54,894,865 | \$ 55,807,865 | \$ 56,817,365 | \$ 57,663,865 | \$ 58,413,865 |
| Benefits | \$ 9,907,988 | \$ 8,855,859 | \$ 9,359,656 | \$ 10,088,626 | \$ 10,832,066 | \$ 11,634,291 | \$ 12,547,956 |
| Energy/Utilities | \$ 2,351,093 | \$ 2,219,702 | \$ 2,257,494 | \$ 2,297,553 | \$ 2,355,049 | \$ 2,415,996 | \$ 2,480,599 |
| Refuse Collections/Disposal | \$ 6,098,651 | \$ 6,098,651 | \$ 6,342,597 | \$ 6,596,301 | \$ 6,860,153 | \$ 7,134,559 | \$ 7,419,941 |
| Snow/Ice Removal | \$ 2,381,000 | \$ 2,381,000 | \$ 2,500,000 | \$ 2,500,000 | \$ 2,500,000 | \$ 2,500,000 | \$ 2,500,000 |
| All Other Expenditures | \$ 9,824,198 | \$ 9,824,198 | \$ 9,795,198 | \$ 9,795,198 | \$ 9,795,198 | \$ 9,795,198 | \$ 9,795,198 |
| Retiree Pensions & Benefits | \$ 25,279,150 | \$ 25,279,150 | \$ 26,932,638 | \$ 28,505,689 | \$ 30,175,246 | \$ 31,950,938 | \$ 33,843,353 |
| Debt Service | \$ 16,056,700 | \$ 16,056,700 | \$ 16,758,405 | \$ 16,784,199 | \$ 16,800,000 | \$ 16,800,000 | \$ 17,000,000 |
| State Assessments | \$ 5,550,761 | \$ 5,550,761 | \$ 5,689,530 | \$ 5,831,768 | \$ 5,977,562 | \$ 6,127,002 | \$ 6,280,177 |
| School Department | \$ 171,620,000 | \$ 171,820,000 | \$ 176,115,500 | \$ 180,518,388 | \$ 185,031,347 | \$ 189,657,131 | \$ 194,398,559 |
| PROJECTED NEEDS | \$ 301,972,130 | \$ 301,943,236 | \$ 310,645,882 | \$ 318,725,586 | \$ 327,143,987 | \$ 335,678,979 | \$ 344,679,648 |
| CURRENT PROJECTED VARIANCE | | | \$ (1,925,098) | \$ (1,903,190) | \$ (2,459,437) | \$ (1,587,595) | \$ (941,010) |

TOTAL MUNICIPAL

mll

Attachment D

Available Increase = 2.5%

| TOTAL MUNICIPAL | RETRO FY10-FY11 | FY2012 | FY2013 | FY2014 | 3 YR TOTAL | FY2015 |
|--|-----------------|----------------|----------------|-----------------|-----------------|-----------------|
| FY2012 Compensation | \$ - | \$ 53,859,311 | | | | |
| FY2012 Step Increases | \$ - | \$ 482,114 | | | | |
| FY2012 BUDGETED SALARIES | \$ - | \$ 54,341,425 | | | | |
| City Share FY2012 Health Insurance | \$ - | \$ 10,095,277 | | | | |
| AMT AVAIL - COMPENSATION & HEALTH | \$ - | \$ 64,662,548 | \$ 66,279,112 | \$ 67,936,089 | \$ 198,877,749 | \$ 69,634,492 |
| AMT AVAIL - COMPENSATION & HEALTH | \$ - | \$ 64,662,548 | \$ 66,279,112 | \$ 67,936,089 | \$ 198,877,749 | \$ 69,634,492 |
| Less: THE MUNICIPAL PLAN DESIGN | \$ - | \$ (9,140,191) | \$ (9,636,660) | \$ (10,397,335) | \$ (29,174,186) | \$ (11,229,122) |
| | | | 5.43% | 7.89% | | 8.00% |
| Available for Comp w/Health Changes | \$ - | \$ 55,522,357 | \$ 56,642,452 | \$ 57,538,755 | \$ 169,703,563 | \$ 58,405,370 |
| Available for Increase: | | | | | | |
| Savings from Health Insurance | \$ - | \$ 926,075 | | | | |
| FY2012 Step Increases | \$ - | \$ 482,114 | | | | |
| Total Available for Employees | \$ - | \$ 1,408,189 | | | | |
| % Available for Compensation w/Health Care Savings | | 2.61% | 2.02% | 1.58% | | 1.51% |
| CHANGES IN COMPENSATION | | | | | | |
| Beginning Salary | \$ - | \$ 54,245,754 | \$ 55,397,525 | \$ 56,443,945 | \$ 166,087,224 | \$ 57,344,754 |
| Health Insurance | \$ - | \$ 9,219,781 | \$ 9,636,660 | \$ 10,397,335 | \$ 29,253,776 | \$ 11,229,122 |
| 11 Months Savings POS | \$ - | \$ (178,901) | \$ - | \$ - | \$ (178,901) | \$ - |
| POS Buyout | \$ - | \$ 36,000 | \$ - | \$ - | \$ 36,000 | \$ - |
| Signing Bonus | \$ 120,750 | \$ 4,200 | \$ - | \$ - | \$ 4,200 | \$ - |
| Longevity/\$200/\$300 | \$ 40,800 | \$ 105,565 | \$ 68,150 | \$ 53,500 | \$ 227,215 | \$ - |
| ESRP SAVINGS | \$ - | \$ - | \$ (96,180) | \$ (97,461) | \$ (193,641) | \$ (114,180) |
| 1% Salary Increase | \$ - | \$ 521,258 | \$ - | \$ 6,340 | \$ 527,598 | \$ - |
| \$700/\$750 Health Adjustment | \$ - | \$ 621,300 | \$ - | \$ - | \$ 621,300 | \$ - |
| Technology Stipend | \$ - | \$ 9,440 | \$ - | \$ - | \$ 9,440 | \$ - |
| Step Increases | \$ - | \$ 133,080 | \$ 231,115 | \$ 223,207 | \$ 587,401 | \$ 231,813 |
| Reclassifications | \$ - | \$ 3,285 | \$ 1,084 | \$ - | \$ 4,369 | \$ - |
| 1.5% COLA | \$ - | \$ 9,111 | \$ 506,789 | \$ 505,303 | \$ 1,021,203 | \$ - |
| 2.0% COLA | \$ - | \$ - | \$ 23,390 | \$ 235,823 | \$ 259,214 | \$ 192,848 |
| 2.5% COLA | \$ - | \$ - | \$ 21,496 | \$ 224,397 | \$ 245,893 | \$ 967,088 |
| 3.0% COLA | \$ - | \$ - | \$ 540,877 | \$ - | \$ 540,877 | \$ - |
| Snow Premium | \$ - | \$ 2,500 | \$ - | \$ - | \$ 2,500 | \$ - |
| EMR STIPEND | \$ 120,000 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Certified Degree Program Incentive | \$ - | \$ 67,000 | \$ 50,000 | \$ 50,000 | \$ 167,000 | \$ 50,000 |
| Night Shift Differential | \$ 105,000 | \$ 14,322 | \$ - | \$ - | \$ 14,322 | \$ - |
| Anticipated Savings from Attrition | \$ - | \$ (316,190) | \$ (300,300) | \$ (300,300) | \$ (916,790) | \$ (300,300) |
| TOTAL COMPENSATION | \$ 386,550 | \$ 64,497,505 | \$ 66,080,605 | \$ 67,742,089 | \$ 198,320,199 | \$ 69,601,144 |
| (OVER)/UNDER FY12 BUDGET/ FY13&FY14 2.5% GROWTH | \$ (386,550) | \$ 165,043 | \$ 198,507 | \$ 194,000 | \$ 557,550 | \$ 33,347 |

ASSUMES 5% TURNOVER RATE AT \$7,000 SAVINGS PER YEAR

City of Newton, Massachusetts
Health Insurance Comparisons
3 Year Totals - FY2012 through FY2014

7/27/2011

mll

Attachment E

NEGOTIATED

| | <u>Status Quo</u> | | <u>G.I.C.</u> | | <u>NEGOTIATED</u> |
|----------------------------------|-------------------|----|---------------|----|-------------------|
| <u>Fiscal Year 2012</u> | | | | | |
| A.F.S.C.M.E. - Local 3092/3092B | \$ 1,776,760 | \$ | 1,729,355 | \$ | 1,601,756 |
| NMEA - Municipal Employees Assoc | \$ 2,119,144 | \$ | 2,054,467 | \$ | 1,934,143 |
| NPA - Newton Police Association | \$ 1,147,322 | \$ | 1,112,108 | \$ | 1,047,800 |
| IAFF - Firefighters | \$ 2,146,942 | \$ | 2,081,030 | \$ | 1,966,390 |
| 2443 - Foremen | \$ 256,421 | \$ | 247,739 | \$ | 236,330 |
| Police Superior Officers | \$ 519,736 | \$ | 502,110 | \$ | 478,076 |
| Parking/Traffic Enforcement | \$ 182,990 | \$ | 176,780 | \$ | 168,080 |
| Nurses | \$ 321,707 | \$ | 312,384 | \$ | 294,950 |
| Engineers | \$ 95,509 | \$ | 92,627 | \$ | 87,028 |
| "H" Grades & Bd of Aldermen | \$ 1,365,664 | \$ | 1,462,416 | \$ | 1,259,020 |
| Total Municipal Employees | \$ 9,932,195 | \$ | 9,771,015 | \$ | 9,073,574 |
| City Cost as a Percent of G.I.C. | 101.65% | | 100.00% | | 92.86% |

| | | | | | |
|----------------------------------|---------------|----|-----------|----|-----------|
| <u>Fiscal Year 2013</u> | | | | | |
| A.F.S.C.M.E. - Local 3092/3092B | \$ 1,925,496 | \$ | 1,688,717 | \$ | 1,677,479 |
| NMEA - Municipal Employees Assoc | \$ 2,295,439 | \$ | 1,979,505 | \$ | 2,033,257 |
| NPA - Newton Police Association | \$ 1,242,016 | \$ | 1,070,877 | \$ | 1,109,144 |
| IAFF - Firefighters | \$ 2,325,165 | \$ | 2,003,822 | \$ | 2,063,348 |
| 2443 - Foremen | \$ 277,311 | \$ | 235,881 | \$ | 248,547 |
| Police Superior Officers | \$ 562,442 | \$ | 477,984 | \$ | 505,746 |
| Parking/Traffic Enforcement | \$ 198,005 | \$ | 168,270 | \$ | 179,832 |
| Nurses | \$ 348,709 | \$ | 302,618 | \$ | 300,624 |
| Engineers | \$ 103,595 | \$ | 89,356 | \$ | 93,259 |
| "H" Grades & Bd of Aldermen | \$ 1,479,526 | \$ | 1,283,358 | \$ | 1,286,425 |
| Total Municipal Employees | \$ 10,757,704 | \$ | 9,300,388 | \$ | 9,497,661 |
| City Cost as a Percent of G.I.C. | 115.67% | | 100.00% | | 102.12% |

| | | | | | |
|----------------------------------|---------------|----|-----------|----|------------|
| <u>Fiscal Year 2014</u> | | | | | |
| A.F.S.C.M.E. - Local 3092/3092B | \$ 2,086,731 | \$ | 1,796,795 | \$ | 1,808,483 |
| NMEA - Municipal Employees Assoc | \$ 2,486,454 | \$ | 2,106,193 | \$ | 2,196,784 |
| NPA - Newton Police Association | \$ 1,344,549 | \$ | 1,139,413 | \$ | 1,197,633 |
| IAFF - Firefighters | \$ 2,518,234 | \$ | 2,132,067 | \$ | 2,228,906 |
| 2443 - Foremen | \$ 299,906 | \$ | 250,977 | \$ | 269,326 |
| Police Superior Officers | \$ 608,668 | \$ | 508,575 | \$ | 545,907 |
| Parking/Traffic Enforcement | \$ 214,256 | \$ | 179,040 | \$ | 194,094 |
| Nurses | \$ 377,987 | \$ | 321,986 | \$ | 325,325 |
| Engineers | \$ 112,368 | \$ | 95,075 | \$ | 100,894 |
| "H" Grades & Bd of Aldermen | \$ 1,602,915 | \$ | 1,365,492 | \$ | 1,386,951 |
| Total Municipal Employees | \$ 11,652,068 | \$ | 9,895,613 | \$ | 10,254,303 |
| City Cost as a Percent of G.I.C. | 117.75% | | 100.00% | | 103.62% |

| | | | | | |
|--------------------------------|---------------|----|------------|----|------------|
| TOTAL | \$ 32,341,967 | \$ | 28,967,016 | \$ | 28,825,538 |
| Savings Compared to Status Quo | | \$ | 3,374,951 | \$ | 3,516,429 |
| | | | | | 10.87% |

CITY OF NEWTON - TOTAL APPROPRIATIONS - ALL ACTIVE MUNICIPAL EMPLOYEES

mll

CITY OF NEWTON FY12 RATES - NEGOTIATED PLAN DESIGN

2-Sep-11

GROUP HEALTH INSURANCE FUNDING PROJECTION - FY 2012 -

Attachment E1

NEW RATES EFFECTIVE 8/1/11 with City Contribution @

80.00%

| | Subscriber | | | Working Rate | CITY Contribution (mo.) | CITY Funding (Mo.) | Employee/Retiree Contribution (mo.) | | EE/RE Funding (Mo.) | TOTAL Funding (Mo.) | |
|---|------------|---------------------------|--------|--------------|-------------------------|--------------------|-------------------------------------|-------------|---------------------|---------------------|--------------------|
| | Counts | I/F | # Mos. | | | | | | | | |
| TUFTS | 182 | I | 12 | \$ 570.27 | \$456.21 | 80.0% | \$996,370 | \$ 114.05 | 20.0% | \$249,092 | \$1,245,462 |
| EPO | 315 | F | 12 | \$ 1,565.63 | \$1,252.51 | 80.0% | \$4,734,475 | \$ 313.13 | 20.0% | \$1,183,619 | \$5,918,094 |
| | 0 | Ic | 12 | \$ 570.27 | \$0.00 | 0.0% | \$0 | \$ 570.27 | 100.0% | \$0 | \$0 |
| | 0 | Fc | 12 | \$ 1,565.63 | \$0.00 | 0.0% | \$0 | \$ 1,565.63 | 100.0% | \$0 | \$0 |
| | 497 | <i>Tufts EPO Totals:</i> | | | | | \$5,730,845 | | | \$1,432,711 | \$7,163,556 |
| TUFTS | 14 | I* | 12 | \$ 880.32 | \$704.25 | 80.0% | \$118,315 | \$ 176.06 | 20.0% | \$29,579 | \$147,893 |
| POS | 36 | F* | 12 | \$ 2,133.08 | \$1,706.47 | 80.0% | \$737,194 | \$ 426.62 | 20.0% | \$184,298 | \$921,492 |
| | 0 | Ic | 12 | \$ 880.32 | \$0.00 | 0.0% | \$0 | \$ 880.32 | 100.0% | \$0 | \$0 |
| | 0 | Fc | 12 | \$ 2,133.08 | \$0.00 | 0.0% | \$0 | \$ 2,133.08 | 100.0% | \$0 | \$0 |
| | 50 | <i>Tufts POS Totals:</i> | | | | | \$855,508 | | | \$213,877 | \$1,069,385 |
| TUFTS | 0 | I | 12 | \$ 880.32 | \$704.25 | 80.0% | \$0 | \$ 176.06 | 20.0% | \$0 | \$0 |
| OOA | 2 | F | 12 | \$ 2,133.08 | \$1,706.47 | 80.0% | \$40,955 | \$ 426.62 | 20.0% | \$10,239 | \$51,194 |
| | 0 | Ic | 12 | \$ 880.32 | \$0.00 | 0.0% | \$0 | \$ 880.32 | 100.0% | \$0 | \$0 |
| | 0 | Fc | 12 | \$ 2,133.08 | \$0.00 | 0.0% | \$0 | \$ 2,133.08 | 100.0% | \$0 | \$0 |
| | 2 | <i>Anthem HMO Totals:</i> | | | | | \$40,955 | | | \$10,239 | \$51,194 |
| TUFTS PLANS - Active/Early Ret Subtotal: | | | | | | | \$6,627,308 | | | \$1,656,827 | \$8,284,136 |

| | | | | | | | | | | | |
|------|-----|--------------------------------|----|-------------|------------|-------|-------------|-------------|--------|-----------|-------------|
| HCHP | 136 | I | 12 | \$ 560.52 | \$448.41 | 80.0% | \$731,811 | \$ 112.10 | 20.0% | \$182,953 | \$914,763 |
| | 117 | F | 12 | \$ 1,592.72 | \$1,274.17 | 80.0% | \$1,788,939 | \$ 318.54 | 20.0% | \$447,235 | \$2,236,174 |
| | 0 | Ic | 12 | \$ 560.52 | \$0.00 | 0.0% | \$0 | \$ 560.52 | 100.0% | \$0 | \$0 |
| | 0 | Fc | 12 | \$ 1,592.72 | \$0.00 | 0.0% | \$0 | \$ 1,592.72 | 100.0% | \$0 | \$0 |
| | 253 | <i>Harvard Pilgrim Totals:</i> | | | | | \$2,520,750 | | | \$630,187 | \$3,150,937 |

| | Subscriber | | | Working Rate | CITY Contribution (mo.) | CITY Funding (Mo.) | Employee/Retiree Contribution (mo.) | | EE/RE Funding (Mo.) | TOTAL Funding (Mo.) | |
|------------------------|------------|--------------------------|--------|--------------|-------------------------|--------------------|-------------------------------------|----------|---------------------|---------------------|------------|
| | Counts | I/F | # Mos. | | | | | | | | |
| TUFTS MCP | 0 | I | 12 | \$ 417.17 | \$333.74 | 80.0% | \$0 | \$ 83.43 | 20.0% | \$0 | \$0 |
| TUFTS PREF | 0 | I | 12 | \$ 242.00 | \$193.60 | 80.0% | \$0 | \$ 48.40 | 20.0% | \$0 | \$0 |
| TUFTS BLUE | 0 | I | 12 | \$ 349.20 | \$279.36 | 80.0% | \$0 | \$ 69.84 | 20.0% | \$0 | \$0 |
| | 0 | <i>Tufts MCP Totals:</i> | | | | | \$0 | | | \$0 | \$0 |
| TUFTS MCP Plans | | | | | | | \$0 | | | \$0 | \$0 |

| | | | | | | |
|---------------------------------|----|--------------------|----|--------------------|----|---------------------|
| TUFTS EPO | \$ | 5,730,845 | \$ | 1,432,711 | \$ | 7,163,556 |
| TUFTS POS | | 855,508 | | 213,877 | | 1,069,385 |
| TUFTS OOA | | 40,955 | | 10,239 | | 51,194 |
| HCHP | | 2,520,750 | | 630,187 | | 3,150,937 |
| TUFTS MCP | | - | | - | | - |
| ANNUALIZED (7/06 - 6/07) | | \$9,148,058 | | \$2,287,015 | | \$11,435,073 |

TOTAL AVERAGE NUMBER OF INSURED EMPLOYEES

802

| | | | |
|----------------------------------|-----------|--|------------------|
| Year 1 - New Employees @ 70%/30% | 10 | @ 10% additional cost savings would be | \$ 14,586 |
| Year 1 - New Employees @ 75%/25% | 21 | @ 5% additional cost savings would be | \$ 7,293 |

LESS: Year 1 - New Employees @ 75%/25% **\$9,126,179**

* Recent migration to EPO is not included
 * Includes 25 funding for 25 vacancies

CITY OF NEWTON - TOTAL APPROPRIATIONS - ALL ACTIVE MUNICIPAL EMPLOYEES

mil

CITY OF NEWTON FY12 RATES - NEGOTIATED PLAN DESIGN

2-Sep-11

GROUP HEALTH INSURANCE FUNDING PROJECTION - FY 2013 -

Attachment E2

NEW RATES EFFECTIVE 7/1/11 with City Contribution @

80.00%

| Subscriber | Counts | I/F | # Mos. | Working Rate | CITY Contribution (mo.) | | CITY Funding (Mo.) | Employee/Retiree Contribution (mo.) | EE/RE Funding (Mo.) | TOTAL Funding (Mo.) | |
|---|--------|---------------------------|--------|--------------|-------------------------|-------|--------------------|-------------------------------------|---------------------|---------------------|-------------|
| TUFTS | 182 | I | 12 | \$ 615.89 | \$492.71 | 80.0% | \$1,076,080 | \$ 123.18 | 20.0% | \$269,020 | \$1,345,099 |
| EPO | 315 | F | 12 | \$ 1,690.88 | \$1,352.71 | 80.0% | \$5,113,233 | \$ 338.18 | 20.0% | \$1,278,308 | \$6,391,542 |
| | 1.08 | 0 | Ic | 12 | \$ 615.89 | 0.0% | \$0 | \$ 615.89 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | 12 | \$ 1,690.88 | 0.0% | \$0 | \$ 1,690.88 | 100.0% | \$0 | \$0 |
| | 497 | <i>Tufts EPO Totals:</i> | | | | | \$6,189,313 | | \$1,547,328 | \$7,736,641 | |
| TUFTS | 14 | I | 12 | \$ 950.74 | \$492.71 | 80.0% | \$82,775 | \$ 458.03 | 20.0% | \$76,949 | \$159,725 |
| POS | 36 | F | 12 | \$ 2,303.73 | \$1,352.71 | 80.0% | \$584,370 | \$ 951.02 | 20.0% | \$410,842 | \$995,211 |
| | | 0 | Ic | 12 | \$ 950.74 | 0.0% | \$0 | \$ 950.74 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | 12 | \$ 2,303.73 | 0.0% | \$0 | \$ 2,303.73 | 100.0% | \$0 | \$0 |
| | 50 | <i>Tufts POS Totals:</i> | | | | | \$667,145 | | \$487,791 | \$1,154,936 | |
| TUFTS | 0 | I | 12 | \$ 950.74 | \$492.71 | 80.0% | \$0 | \$ 458.03 | 20.0% | \$0 | \$0 |
| OOA | 2 | F | 12 | \$ 2,303.73 | \$1,352.71 | 80.0% | \$32,465 | \$ 951.02 | 20.0% | \$22,825 | \$55,290 |
| | | 0 | Ic | 12 | \$ 950.74 | 0.0% | \$0 | \$ 950.74 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | 12 | \$ 2,303.73 | 0.0% | \$0 | \$ 2,303.73 | 100.0% | \$0 | \$0 |
| | 2 | <i>Anthem HMO Totals:</i> | | | | | \$32,465 | | \$22,825 | \$55,290 | |
| TUFTS PLANS - Active/Early Ret Subtotal: | | | | | | | \$6,888,923 | | \$2,057,944 | \$8,946,866 | |

| | | | | | | | | | | | |
|------|-------|--------------------------------|----|-------------|-------------|-------|-------------|-------------|-----------|-------------|-------------|
| HCHP | 136 | I | 12 | \$ 611.52 | \$489.22 | 80.0% | \$798,405 | \$ 122.30 | 20.0% | \$199,601 | \$998,007 |
| | 1.091 | 117 | F | \$ 1,737.65 | \$1,390.12 | 80.0% | \$1,951,733 | \$ 347.53 | 20.0% | \$487,933 | \$2,439,666 |
| | | 0 | Ic | 12 | \$ 611.52 | 0.0% | \$0 | \$ 611.52 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | 12 | \$ 1,737.65 | 0.0% | \$0 | \$ 1,737.65 | 100.0% | \$0 | \$0 |
| | 253 | <i>Harvard Pilgrim Totals:</i> | | | | | \$2,750,138 | | \$687,535 | \$3,437,673 | |

| Subscriber | Counts | I/F | # Mos. | Working Rate | CITY Contribution (mo.) | | CITY Funding (Mo.) | Employee/Retiree Contribution (mo.) | EE/RE Funding (Mo.) | TOTAL Funding (Mo.) | |
|------------------------|--------|--------------------------|--------|--------------|-------------------------|-------|--------------------|-------------------------------------|---------------------|---------------------|-----|
| TUFT MCP +1.6' | 0 | I | 12 | \$ 442.20 | \$353.76 | 80.0% | \$0 | \$ 88.44 | 20.0% | \$0 | \$0 |
| TUFT PREF +12. | 0 | I | 12 | \$ 271.52 | \$217.22 | 80.0% | \$0 | \$ 54.30 | 20.0% | \$0 | \$0 |
| TUFTS BLUE +8.0' | 0 | I | 12 | \$ 377.14 | \$301.71 | 80.0% | \$0 | \$ 75.43 | 20.0% | \$0 | \$0 |
| | 0 | <i>Tufts MCP Totals:</i> | | | | | \$0 | | \$0 | \$0 | |
| TUFTS MCP Plans | | | | | | | \$0 | | \$0 | \$0 | |

| | | | | | | |
|---------------------------------|-----------|------------------|-----------|------------------|-----------|-------------------|
| TUFTS EPO | \$ | 6,189,313 | \$ | 1,547,328 | \$ | 7,736,641 |
| TUFTS POS | | 667,145 | | 487,791 | | 1,154,936 |
| TUFTS OOA | | 32,465 | | 22,825 | | 55,290 |
| HCHP | | 2,750,138 | | 687,535 | | 3,437,673 |
| TUFTS MCP | | - | | - | | - |
| ANNUALIZED (7/06 - 6/07) | \$ | 9,639,061 | \$ | 2,745,478 | \$ | 12,384,539 |

TOTAL AVERAGE NUMBER OF INSURED EMPLOYEES

802

| | | | | |
|----------------------------------|----|--|----|--------|
| Year 2 - New Employees @ 70%/30% | 19 | @ 10% additional cost savings would be | \$ | 20,734 |
| Year 2 - New Employees @ 75%/25% | 39 | @ 5% additional cost savings would be | \$ | 14,810 |

FINAL PROJECTED COST ANALYSIS

| | | |
|--------------------------------------|----|-----------|
| CITY SHARE OF HEALTH PROGRAM | \$ | 9,639,061 |
| LESS; INCREASED CONT - NEW EMPLOYEES | \$ | (35,544) |

PROJECTED COST OF PROVIDING HEALTH INS TO ACTIVES \$ 9,603,517

CITY OF NEWTON - TOTAL APPROPRIATIONS - ALL ACTIVE MUNICIPAL EMPLOYEES

mll

CITY OF NEWTON FY12 RATES - NEGOTIATED PLAN DESIGN

2-Sep-11

GROUP HEALTH INSURANCE FUNDING PROJECTION - FY 2014 -

Attachment E3

NEW RATES EFFECTIVE 7/1/11 with City Contribution @

80.00%

| | Subscriber | | | Working Rate | CITY Contribution (mo.) | CITY Funding (Mo.) | Employee/Retiree Contribution (mo.) | | EE/RE Funding (Mo.) | TOTAL Funding (Mo.) | |
|---|------------|---------------------------|--------|--------------|-------------------------|--------------------|-------------------------------------|-------------|---------------------|---------------------|--------------------|
| | Counts | I/F | # Mos. | | | | | | | | |
| TUFTS | 182 | I | 12 | \$ 665.16 | \$532.13 | 80.0% | \$1,162,166 | \$ 133.03 | 20.0% | \$290,541 | \$1,452,707 |
| EPO | 315 | F | 12 | \$ 1,826.15 | \$1,460.92 | 80.0% | \$5,522,292 | \$ 365.23 | 20.0% | \$1,380,573 | \$6,902,865 |
| | 1.08 | 0 | Ic | \$ 665.16 | \$0.00 | 0.0% | \$0 | \$ 665.16 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | \$ 1,826.15 | \$0.00 | 0.0% | \$0 | \$ 1,826.15 | 100.0% | \$0 | \$0 |
| | 497 | <i>Tufts EPO Totals:</i> | | | | | \$6,684,458 | | | \$1,671,114 | \$8,355,572 |
| TUFTS | 14 | I | 12 | \$ 1,026.80 | \$532.13 | 80.0% | \$89,397 | \$ 494.67 | 20.0% | \$83,105 | \$172,503 |
| POS | 36 | F | 12 | \$ 2,488.03 | \$1,460.92 | 80.0% | \$631,119 | \$ 1,027.10 | 20.0% | \$443,709 | \$1,074,828 |
| | | 0 | Ic | \$ 1,026.80 | \$0.00 | 0.0% | \$0 | \$ 1,026.80 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | \$ 2,488.03 | \$0.00 | 0.0% | \$0 | \$ 2,488.03 | 100.0% | \$0 | \$0 |
| | 50 | <i>Tufts POS Totals:</i> | | | | | \$720,516 | | | \$526,814 | \$1,247,331 |
| TUFTS | 0 | I | 12 | \$ 1,026.80 | \$532.13 | 80.0% | \$0 | \$ 494.67 | 20.0% | \$0 | \$0 |
| OOA | 2 | F | 12 | \$ 2,488.03 | \$1,460.92 | 80.0% | \$35,062 | \$ 1,027.10 | 20.0% | \$24,651 | \$59,713 |
| | | 0 | Ic | \$ 1,026.80 | \$0.00 | 0.0% | \$0 | \$ 1,026.80 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | \$ 2,488.03 | \$0.00 | 0.0% | \$0 | \$ 2,488.03 | 100.0% | \$0 | \$0 |
| | 2 | <i>Anthem HMO Totals:</i> | | | | | \$35,062 | | | \$24,651 | \$59,713 |
| TUFTS PLANS - Active/Early Ret Subtotal: | | | | | | | \$7,440,036 | | | \$2,222,579 | \$9,662,616 |

| | | | | | | | | | | | |
|------|-------|--------------------------------|----|-------------|------------|-------|-------------|-------------|--------|-----------|-------------|
| HCHP | 136 | I | 12 | \$ 667.17 | \$533.74 | 80.0% | \$871,060 | \$ 133.43 | 20.0% | \$217,765 | \$1,088,825 |
| | 1.091 | 117 | F | \$ 1,895.78 | \$1,516.62 | 80.0% | \$2,129,341 | \$ 379.16 | 20.0% | \$532,335 | \$2,661,676 |
| | | 0 | Ic | \$ 667.17 | \$0.00 | 0.0% | \$0 | \$ 667.17 | 100.0% | \$0 | \$0 |
| | | 0 | Fc | \$ 1,895.78 | \$0.00 | 0.0% | \$0 | \$ 1,895.78 | 100.0% | \$0 | \$0 |
| | 253 | <i>Harvard Pilgrim Totals:</i> | | | | | \$3,000,401 | | | \$750,100 | \$3,750,501 |

| | Subscriber | | | Working Rate | CITY Contribution (mo.) | CITY Funding (Mo.) | Employee/Retiree Contribution (mo.) | | EE/RE Funding (Mo.) | TOTAL Funding (Mo.) | |
|------------------------|------------|--------------------------|--------|--------------|-------------------------|--------------------|-------------------------------------|----------|---------------------|---------------------|------------|
| | Counts | I/F | # Mos. | | | | | | | | |
| TUFT MCP +1.6' | 0 | I | 12 | \$ 434.61 | \$347.69 | 80.0% | \$0 | \$ 86.92 | 20.0% | \$0 | \$0 |
| TUFT PREF +12. | 0 | I | 12 | \$ 292.99 | \$234.39 | 80.0% | \$0 | \$ 58.60 | 20.0% | \$0 | \$0 |
| TUFTS BLUE +8.0' | 0 | I | 12 | \$ 404.89 | \$323.92 | 80.0% | \$0 | \$ 80.98 | 20.0% | \$0 | \$0 |
| | 0 | <i>Tufts MCP Totals:</i> | | | | | \$0 | | | \$0 | \$0 |
| TUFTS MCP Plans | | | | | | | \$0 | | | \$0 | \$0 |

| | | | | | | |
|---------------------------------|-----------|-------------------|-----------|------------------|-----------|-------------------|
| TUFTS EPO | \$ | 6,684,458 | \$ | 1,671,114 | \$ | 8,355,572 |
| TUFTS POS | | 720,516 | | 526,814 | | 1,247,331 |
| TUFTS OOA | | 35,062 | | 24,651 | | 59,713 |
| HCHP | | 3,000,401 | | 750,100 | | 3,750,501 |
| TUFTS MCP | | - | | - | | - |
| ANNUALIZED (7/06 - 6/07) | \$ | 10,440,437 | \$ | 2,972,680 | \$ | 13,413,117 |

TOTAL AVERAGE NUMBER OF INSURED EMPLOYEES

802

Year 3 - New Employees @ 70%/30% **27** @ 10% additional cost savings would be **\$ 44,912**

Year 3 - New Employees @ 75%/25% **47** @ 5% additional cost savings would be **\$ 38,982**

FINAL PROJECTED COST ANALYSIS

CITY SHARE OF HEALTH PROGRAM **\$ 10,440,437**
 LESS: INCREASED CONT - NEW EMPLOYEES **\$ (83,894)**

PROJECTED COST OF PROVIDING HEALTH INS TO ACTIVES **\$ 10,356,543**

CITY OF NEWTON, MASSACHUSETTS

7/1/2011 *mll*

NPA/PATROLMEN'S GRID - 1/1/2009

Attachment F

| <u>Grade</u> | <u>6/30/2006</u> | <u>7/1/2006</u> | <u>7/1/2007</u> | <u>1/1/2008</u> | <u>7/1/2008</u> | <u>1/1/2009</u> | <u>ANNUAL</u> | |
|---------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|---------------|----|
| Patrol Step 1 | 7 \$ 792.76 \$ | 808.62 \$ | 824.79 \$ | 833.04 \$ | 849.70 \$ | 858.19 \$ | 44,626 | 7 |
| Patrol Step 2 | 5 \$ 850.17 \$ | 867.17 \$ | 884.52 \$ | 893.36 \$ | 911.23 \$ | 920.34 \$ | 47,858 | 5 |
| Patrol Step 3 | 2 \$ 908.08 \$ | 926.24 \$ | 944.77 \$ | 954.21 \$ | 973.30 \$ | 983.03 \$ | 51,118 | 2 |
| Patrol Step 4 | 87 \$ 925.74 \$ | 944.25 \$ | 963.14 \$ | 972.77 \$ | 992.23 \$ | 1,002.15 \$ | 52,112 | 87 |

FISCAL YEAR 2012

NPA/PATROLMEN'S GRID - 7/1/2011 thru 6/30/2012

| <u>Grade</u> | <u>7/1/2011</u> | <u>FY12 - 6 MOS</u> | <u>1/1/2012 STEP</u> | <u>FY12 - 6 MOS</u> | <u>FY12 TOTAL</u> | <u>FY12 BUDGET</u> |
|---------------|--------------------|---------------------|----------------------|---------------------|-------------------|------------------------|
| Patrol Step 1 | 7 \$ 45,772.30 \$ | 160,203 | 7 \$ 45,772.30 \$ | 160,203 \$ | 320,406 \$ | 312,382.27 |
| Patrol Step 2 | 5 \$ 49,036.34 \$ | 122,591 | 7 \$ 49,036.34 \$ | 171,627 \$ | 294,218 \$ | 239,288.81 |
| Patrol Step 3 | 2 \$ 52,328.81 \$ | 52,329 | 5 \$ 52,328.81 \$ | 130,822 \$ | 183,151 \$ | 102,235.26 |
| Patrol Step 4 | 87 \$ 53,332.86 \$ | 2,319,980 | 82 \$ 53,332.86 \$ | 2,186,647 \$ | 4,506,627 \$ | 4,533,722.02 |
| 101 | \$ 2,655,102 | | 101 | \$ 2,649,300 \$ | 5,304,402 \$ | 5,187,628 (116,774) |

FISCAL YEAR 2013

NPA/PATROLMEN'S GRID - 7/1/2012 thru 6/30/2103

| <u>Grade</u> | <u>7/1/2012</u> | <u>FY13 - 6 MOS</u> | <u>1/1/2013 STEP</u> | <u>FY13 - 6 MOS</u> | <u>FY13 TOTAL</u> |
|---------------|--------------------|---------------------|----------------------|---------------------|--------------------|
| Patrol Step 1 | 7 \$ 46,458.88 \$ | 162,606 | 7 \$ 46,458.88 \$ | 162,606 \$ | 325,212 |
| Patrol Step 2 | 7 \$ 49,771.88 \$ | 174,202 | 7 \$ 49,771.88 \$ | 174,202 \$ | 348,403 |
| Patrol Step 3 | 5 \$ 53,113.74 \$ | 132,784 | 7 \$ 53,113.74 \$ | 185,898 \$ | 318,682 |
| Patrol Step 4 | 82 \$ 54,132.86 \$ | 2,219,447 | 80 \$ 54,132.86 \$ | 2,165,314 \$ | 4,384,761 |
| 101 | \$ 2,689,039 | | 101 | \$ 2,688,020 \$ | 5,377,059 1.37% |

FISCAL YEAR 2014

NPA/PATROLMEN'S GRID - 7/1/2013 thru 6/30/2104

| <u>Grade</u> | <u>7/1/2013</u> | <u>FY14 - 6 MOS</u> | <u>1/1/2014 STEP</u> | <u>FY14 - 6 MOS</u> | <u>FY14 TOTAL</u> |
|---------------|--------------------|---------------------|----------------------|---------------------|--------------------|
| Patrol Step 1 | 7 \$ 47,155.77 \$ | 165,045 | 7 \$ 47,155.77 \$ | 165,045 \$ | 330,090 |
| Patrol Step 2 | 7 \$ 50,518.46 \$ | 176,815 | 7 \$ 50,518.46 \$ | 176,815 \$ | 353,629 |
| Patrol Step 3 | 7 \$ 53,910.45 \$ | 188,687 | 7 \$ 53,910.45 \$ | 188,687 \$ | 377,373 |
| Patrol Step 4 | 80 \$ 54,944.85 \$ | 2,197,794 | 80 \$ 54,944.85 \$ | 2,197,794 \$ | 4,395,588 |
| 101 | \$ 2,728,340 | | 101 | \$ 2,728,340 \$ | 5,456,681 1.48% |

FISCAL YEAR 2015**NPA/PATROLMEN'S GRID - 7/1/2014 thru 6/30/2105**

| <u>Grade</u> | <u>7/1/2014</u> | <u>FY15 - 3 MOS</u> | <u>10/1/2014</u> | <u>FY15 - 3 MOS</u> | <u>1/1/2015</u> | <u>FY15 - 6 MOS</u> |
|---------------|-----------------|---------------------|------------------|---------------------|-----------------|---------------------|
| Patrol Step 1 | 7 \$ 47,155.77 | \$ 82,523 | 7 \$ 47,155.77 | \$ 82,523 | 7 \$ 47,112.00 | \$ 164,892 |
| Patrol Step 2 | 7 \$ 50,518.46 | \$ 88,407 | 7 \$ 49,042.00 | \$ 85,824 | 7 \$ 48,984.00 | \$ 171,444 |
| Patrol Step 3 | 7 \$ 53,910.45 | \$ 94,343 | 7 \$ 51,003.68 | \$ 89,256 | 7 \$ 50,960.00 | \$ 178,360 |
| Patrol Step 4 | 52 \$ 54,944.85 | \$ 714,283 | 28 \$ 53,043.83 | \$ 371,307 | 7 \$ 52,988.00 | \$ 185,458 |
| Patrol Step 5 | 0 \$ 54,350.32 | \$ - | 0 \$ 55,165.58 | \$ - | 0 \$ 55,120.00 | \$ - |
| Patrol Step 6 | 28 \$ 57,304.00 | \$ 401,128 | 52 \$ 57,372.20 | \$ 745,839 | 73 \$ 57,304.00 | \$ 2,091,596 |
| Patrol Step 7 | 0 \$ 58,220.07 | \$ - | 0 \$ 59,093.37 | \$ - | 0 \$ 59,020.00 | \$ - |
| Patrol Step 8 | 0 \$ 59,675.57 | \$ - | 0 \$ 60,570.70 | \$ - | 0 \$ 60,528.00 | \$ - |
| | 101 | \$ 1,380,684 | 101 | \$ 1,374,748 | 101 | \$ 2,791,750 |
| | | | | | | \$ 5,547,182 |
| | | | | | | 1.66% |

FISCAL YEAR 2016**NPA/PATROLMEN'S GRID - 7/1/2015 thru 6/30/2016**

| <u>Grade</u> | <u>7/1/2015</u> | <u>FY15 - 3 MOS</u> | <u>10/1/2015</u> | <u>FY16 - 3 MOS</u> | <u>1/1/2016</u> | <u>FY16 - 6 MOS</u> |
|---------------|-----------------|---------------------|------------------|---------------------|-----------------|---------------------|
| Patrol Step 1 | 7 \$ 47,112.00 | \$ 82,446 | 7 \$ 47,112.00 | \$ 82,446 | 7 \$ 47,112.00 | \$ 164,892 |
| Patrol Step 2 | 7 \$ 48,984.00 | \$ 85,722 | 7 \$ 48,996.48 | \$ 85,744 | 7 \$ 48,996.48 | \$ 171,488 |
| Patrol Step 3 | 7 \$ 50,960.00 | \$ 89,180 | 7 \$ 50,956.34 | \$ 89,174 | 7 \$ 50,956.34 | \$ 178,347 |
| Patrol Step 4 | 7 \$ 52,988.00 | \$ 92,729 | 7 \$ 52,994.59 | \$ 92,741 | 7 \$ 52,994.59 | \$ 185,481 |
| Patrol Step 5 | 0 \$ 55,120.00 | \$ - | 0 \$ 55,114.38 | \$ - | 7 \$ 55,114.38 | \$ 192,900 |
| Patrol Step 6 | 47 \$ 57,304.00 | \$ 673,322 | 26 \$ 57,318.95 | \$ 372,573 | 0 \$ 57,318.95 | \$ - |
| Patrol Step 7 | 26 \$ 59,020.00 | \$ 383,630 | 47 \$ 59,038.52 | \$ 693,703 | 66 \$ 59,038.52 | \$ 1,948,271 |
| Patrol Step 8 | 0 \$ 60,528.00 | \$ - | 0 \$ 60,514.48 | \$ - | 0 \$ 60,514.48 | \$ - |
| | 101 | \$ 1,407,029 | 101 | \$ 1,416,380 | 101 | \$ 2,841,379 |
| | | | | | | \$ 5,664,788 |
| | | | | | | 2.12% |

FISCAL YEAR 2017**NPA/PATROLMEN'S GRID - 7/1/2016 thru 6/30/2017**

| <u>Grade</u> | <u>7/1/2016</u> | <u>FY17 - 3 MOS</u> | <u>10/1/2016</u> | <u>FY17 - 3 MOS</u> | <u>1/1/2017</u> | <u>FY17 - 6 MOS</u> |
|---------------|-----------------|---------------------|------------------|---------------------|-----------------|---------------------|
| Patrol Step 1 | 7 \$ 47,112.00 | \$ 82,446 | 7 \$ 47,112.00 | \$ 82,446 | 7 \$ 47,112.00 | \$ 164,892 |
| Patrol Step 2 | 7 \$ 48,996.48 | \$ 85,744 | 7 \$ 48,996.48 | \$ 85,744 | 7 \$ 48,996.48 | \$ 171,488 |
| Patrol Step 3 | 7 \$ 50,956.34 | \$ 89,174 | 7 \$ 50,956.34 | \$ 89,174 | 7 \$ 50,956.34 | \$ 178,347 |
| Patrol Step 4 | 7 \$ 52,994.59 | \$ 92,741 | 7 \$ 52,994.59 | \$ 92,741 | 7 \$ 52,994.59 | \$ 185,481 |
| Patrol Step 5 | 7 \$ 55,114.38 | \$ 96,450 | 7 \$ 55,114.38 | \$ 96,450 | 7 \$ 55,114.38 | \$ 192,900 |
| Patrol Step 6 | 0 \$ 57,318.95 | \$ - | 0 \$ 57,318.95 | \$ - | 7 \$ 57,318.95 | \$ 200,616 |
| Patrol Step 7 | 43 \$ 59,038.52 | \$ 634,664 | 23 \$ 59,038.52 | \$ 339,471 | 0 \$ 59,038.52 | \$ - |
| Patrol Step 8 | 23 \$ 60,514.48 | \$ 347,958 | 43 \$ 60,514.48 | \$ 650,531 | 59 \$ 60,514.48 | \$ 1,785,177 |
| | 101 | \$ 1,429,176 | 101 | \$ 1,436,556 | 101 | \$ 2,878,902 |
| | | | | | | \$ 5,744,635 |
| | | | | | | 1.41% |

FISCAL YEAR 2018

NPA/PATROLMEN'S GRID - 7/1/2017 thru 6/30/2018

| <u>Grade</u> | <u>7/1/2017</u> | <u>FY18 - 3 MOS</u> | <u>10/1/2017</u> | <u>FY18 - 3 MOS</u> | <u>1/1/2018</u> | <u>FY178- 6 MOS</u> |
|---------------|-----------------|---------------------|------------------|---------------------|-----------------|---------------------|
| Patrol Step 1 | 7 \$ 47,112.00 | \$ 82,446 | 7 \$ 47,112.00 | \$ 82,446 | 7 \$ 47,112.00 | \$ 164,892 |
| Patrol Step 2 | 7 \$ 48,996.48 | \$ 85,744 | 7 \$ 48,996.48 | \$ 85,744 | 7 \$ 48,996.48 | \$ 171,488 |
| Patrol Step 3 | 7 \$ 50,956.34 | \$ 89,174 | 7 \$ 50,956.34 | \$ 89,174 | 7 \$ 50,956.34 | \$ 178,347 |
| Patrol Step 4 | 7 \$ 52,994.59 | \$ 92,741 | 7 \$ 52,994.59 | \$ 92,741 | 7 \$ 52,994.59 | \$ 185,481 |
| Patrol Step 5 | 7 \$ 55,114.38 | \$ 96,450 | 7 \$ 55,114.38 | \$ 96,450 | 7 \$ 55,114.38 | \$ 192,900 |
| Patrol Step 6 | 7 \$ 57,318.95 | \$ 100,308 | 7 \$ 57,318.95 | \$ 100,308 | 7 \$ 57,318.95 | \$ 200,616 |
| Patrol Step 7 | 0 \$ 59,038.52 | \$ - | 0 \$ 59,038.52 | \$ - | 7 \$ 59,038.52 | \$ 206,635 |
| Patrol Step 8 | 59 \$ 60,514.48 | \$ 892,589 | 59 \$ 60,514.48 | \$ 892,589 | 52 \$ 60,514.48 | \$ 1,573,377 |
| | 101 | \$ 1,439,451 | 101 | \$ 1,439,451 | 101 | \$ 2,873,736 |
| | | | | | | \$ 5,752,638 |
| | | | | | | 0.14% |

City of Newton, Massachusetts

7/27/2011

Prior Pattern vs. Currently Negotiated Municipal Agreements

mll

3 Year Totals - FY2012 through FY2014

Attachment G

NEGOTIATED

| | <u>FY2012 w/Steps</u> | <u>Prior Pattern</u> | |
|--|-----------------------|----------------------|----------------|
| <u>Salaries</u> | | | |
| FY2012 Budget incl Steps | \$ 52,833,879 | \$ 53,890,557 | \$ 53,985,454 |
| FY2013 Salaries | | \$ 55,911,452 | \$ 54,982,664 |
| FY2014 Salaries | | \$ 58,008,132 | \$ 55,905,369 |
| 3-Year TOTAL Salaries | | \$ 167,810,141 | \$ 164,873,487 |
| 3-Year Projected Salary Savings | | | \$ 2,936,654 |
| % Savings in Salaries over Prior Pattern | | | 1.75% |
| <u>Health Insurance</u> | | | |
| FY2012 Budget Status Quo | \$ 9,932,195 | \$ 9,932,195 | \$ 9,073,574 |
| FY2013 Projected Health Ins | | \$ 10,757,704 | \$ 9,497,661 |
| FY2014 Projected Health Ins | | \$ 11,652,068 | \$ 10,254,303 |
| 3-Year TOTAL Health Ins | | \$ 32,341,967 | \$ 28,825,538 |
| 3-Year Projected Health Ins Savings | | | \$ 3,516,429 |
| % Savings in Health Insurance | | | 10.87% |
| 3-YEAR TOTAL PROJECTED COST | | \$ 200,152,108 | \$ 193,699,025 |
| 3-YEAR TOTAL PROJECTED MUNICIPAL SAVINGS | | | \$ 6,453,083 |
| % Overall Savings with 2.5% Growth Model | | | 3.22% |

TUFTS  Health Plan

705 Mount Auburn Street
Watertown, MA 02272
(800) 462-0224
www.tuftshealthplan.com

Ms. Dolores Hamilton
Director of Human Resources
City of Newton
1000 Commonwealth Ave
Newton, MA 02159

Dear Dolores:

As a follow up to our conversation, this letter confirms that Tufts Health Plan's projected plan savings to move from the Legacy EPO and POS plans to the new Advantage EPO plan would be roughly 13%.

As the City self insures its medical plan with Tufts Health Plan, the savings is an estimate based on expected claims for the upcoming year. The savings also assumes all currently covered active employees and dependants on the EPO and POS plans migrate to the Advantage EPO plan. This savings also assumes this change for a 12 month period starting 7/1/2011.

Please let me know if you have any questions. I can be reached at 617-923-5406, extension 2136.

Sincerely,



Emily Savaria
Account Manager



Tufts Associated Health Maintenance Organization, Inc.
Total Health Plan, Inc.

Tufts Associated Health Plans, Inc.
Tufts Benefit Administrators, Inc.
Tufts Insurance Company



August 30, 2011

Dolores Hamilton
Director, Human Resources
City of Newton
1000 Commonwealth Ave
Newton Centre, MA 02459

Dear Dolores,

Good afternoon,

Today we held the three final presentations at the Newton Fire Department. The meetings all went well, and the information was received openly without complaint or difficulty. The process we undertook highlights our ability to work as partners. By working together, with a similar goals, the plan design we were able to develop is expected to save the City of Newton 8.5% in claims cost over the legacy plan. We look forward to introducing it to the rest of the City employees shortly.

Please let me know if there is anything else you need at this time.

Sincerely

A handwritten signature in black ink, appearing to read "W. Hickey", written over a horizontal line.

William Hickey
Sr. Account Executive

c.c. Paul Lazar - HPHC

15 Midstate Drive, Suite 110
Auburn, MA 01501
www.gbs-consult.com



Tel: (508) 832-0490
(800) 229-8008
Fax: (508) 832-0491

August 30, 2011

Dolores Hamilton
Human Resources Director
City of Newton
1000 Commonwealth Avenue
Newton, MA 02459

RE: *FY12 Health Benefits Program*

Dear Dolores:

Over the past year Group Benefits Strategies, Tufts Health Plan, and Harvard Pilgrim Health Care have worked closely with City officials on making health plan design changes that would result in savings to the City. As you know, actuaries and underwriters at Tufts and HPHC have estimated that the plan design changes recently agreed upon through collective bargaining will save the City approximately 10% on its FY12 health insurance bill compared to what it would have to pay without these changes, all other things being equal. These are estimates, and actual expenses can vary from expectations; nevertheless, these changes are substantive.

I have enjoyed working with you and others at the City to bring about these changes and anticipated savings. I wish the City well in FY12.

Yours truly,

A handwritten signature in cursive script that reads 'Carol G. Cormier'.

Carol G. Cormier, MHA, LIA
Vice President
Group Benefits Strategies



SETTI D. WARREN
MAYOR

City of Newton, Massachusetts
Office of the Mayor

Telephone
(617) 796-1100

Facsimile
(617) 796-1113

TDD/TTY
(617) 796-1089

E-mail
swarren@newtonma.gov

To: Alderman Scott Lennon, President, Board of Aldermen
From: Maureen Lemieux, Chief Financial Officer *ML*
Subject: Responses to Questions Regarding Recently Settled Union Contracts
Date: August 11, 2011

11 AUG 12 10:56
CITY CLERK
NEWTON, MA 02159

Attached please find responses to the questions of members of the Honorable Board, including information on educational incentive programs for police and fire departments throughout the Commonwealth.

Additionally, I have provided my calculations of available funding when adhering to no more than a 2.5% increase throughout the life of these contracts, as well as the cost items associated with all municipal contracts through Fiscal Year 2015.

I look forward to discussing this information in detail at the working sessions in the next few weeks.

Cc: Setti D. Warren, Mayor
Honorable Board of Aldermen
Robert Rooney, C.O.O.
David Wilkinson, Comptroller
Donnalyn Kahn, City Solicitor
Dolores Hamilton, Human Resources Director

1000 Commonwealth Avenue Newton, Massachusetts 02459

www.newtonma.gov



DEDICATED TO COMMUNITY EXCELLENCE

**RESPONSES TO BOARD OF ALDERMEN QUESTIONS REGARDING
COST ITEMS ASSOCIATED WITH RECENTLY SETTLED UNION CONTRACTS**

1. The police contract contains Quinn Bill provisions which provide educational funding for members of the police department. Other union contracts do not have this type of provision. What would it cost to provide advanced education for all unions and H-grades?

Answer: In addition to the police contract, there are actually several contracts that do compensate employees for education. The Teachers Contract contains different "lanes" which delineate between Bachelor Degrees, Masters Degrees, Masters + 30, Masters + 45, and Masters +60/Doctorate, while the Nurses are compensated in the following manner: non-certified school nurse, certified school nurse, nationally certified school nurse, full-time nurse, full-time masters certified, and special needs nurses. Further, as you know, members of the Fire Department have been compensated with \$35 per credit hour earned. As you may have seen in the MoA which was recently signed with the I.A.F.F., that compensation will be adjusted for those members who have obtained degrees in either Fire Science or Emergency Management. As for the other unions, job description and placement on grade level is contingent upon certain educational criteria for many positions throughout the City, with employees being compensated accordingly.

2. In the spreadsheet that Maureen provided on other communities that fund Quinn Bill benefits, does the list represent just police departments, or does it include fire departments as well? Do we know what communities extend the benefit to firefighters?

Answer: The spreadsheet that was provided to members of the Board on Monday, August 8th strictly dealt with Police departments. However, since that time we have obtained information about Police education incentives in additional communities, as well as, information on education incentives offered to Firefighters in many communities in the Commonwealth. Those lists are attached to this document.

3. What percent of police use the Quinn Bill education benefit? Are the cost projections based on the same percent of firefighters also using it?

Answer: Currently, 65% of the members of the Newton Police Association participate in the Educational Incentive program known as "Quinn Bill", while 94% of members of the Newton Superior Officers' Association participate. Cost projections are based on a gradual increase of firefighters obtaining a degree in Fire Science or Fire and Emergency Management. While many firefighters begin to pursue degrees, they will each progress at a different pace and will graduate over the next several years. Additionally, we believe that there are many veteran firefighters who are satisfied with the per-credit hour education incentive pay, and will therefore, not pursue a degree program.

4. What is the total cost per year for Quinn Bill benefits? Please provide the actual documentation which shows how you arrived at the numbers.

Answer:

| <u>Fiscal Year</u> | <u>Total Cost</u> | <u>State Contribution</u> | <u>City Cost</u> |
|-----------------------|-------------------|---------------------------|------------------|
| 2012 Budget | \$1,325,486 | \$ 0 | \$1,325,486 |
| 2011 (Includes Retro) | \$1,482,051 | \$ 56,227 | \$1,425,824 |
| 2010 | \$1,281,803 | \$ 113,685 | \$1,168,118 |
| 2009 | \$1,315,647 | \$ 575,020 | \$ 740,626 |
| 2008 | \$1,266,127 | \$ 627,581 | \$ 638,546 |
| 2007 | \$1,244,252 | \$ 654,706 | \$ 589,546 |
| 2006 | \$1,243,019 | \$ 574,029 | \$ 668,990 |

Source of Information: City of Newton Financial System

5. The police contract provides for a doubling in the number of steps at the end of the 3rd year of the contract. How will this provision affect future contracts, and what is the projected cost of these additional steps for the first four years of implementation?

Answer: Although the City has "doubled" the number of steps at the end of the contract, the first 5 steps are lower than their previous counterpart. Additionally, this is a 4% grid through step 6, with a 3% increase between steps 6 and 7, and a 2.5% increase between steps 7 and 8. Further, we have phased movement on the top step based on longevity. Based on our projected numbers, I would estimate that 35% of employees on Step 4 will move on July 1, 2014, approximately 35% will move on October 1, 2014, and as many as the remaining 30% will move on January 1, 2015 (or later based upon their anniversary date). This phased approach will result in a compensation increase for these projected 77 employees on the top step of approximately 1.75%. The movement of all other officers will approximate 0.5%. Therefore, it is my expectation that the new steps will increase compensation in FY2015 by between 2.0% and 2.25%. Employees at the top step will receive a decreasing percentage increase over the next two years, while new officers will receive approximately \$13,000 less than outgoing officers

6. Why were the healthcare changes that were included in the contracts implemented on August 1st when the Board of Aldermen has not yet voted on the funding for these contracts?

Answer: It is my expectation that the City will save approximately \$85,000 per month or slightly more than \$1 million per year based on the plan design changes that we have negotiated with these contracts. Throughout the negotiation process the City worked with our Health Insurance Carriers to insure that they would be able to implement the plan design changes and administer the new plan designs as soon as possible, in order to enable the City to maximize our savings..

7. What will the Executive Office do if the Board votes down the requests to transfer funds to cover the costs associated with the union contracts?

Answer: The Executive Office has instructed all municipal employees to maintain good records and to keep their receipts. Should the Board of Aldermen choose not to support these contracts, we will reimburse our employees for any and all health care expenditures incurred that exceed the prior co-payment schedule.

8. What is included in the calculation that states that the contracts will only increase 2.5%? Please include specifics by contract.

Answer: All cost items associated with each of these contracts are included in the projected cost calculation. Specifically, for FY2012 those costs are as follows:

Foremen's Contract: P.O.S. Buyout for employees, increased longevity payment for members of the unit, delayed step increases for the members who are eligible to step, reclassification for 2 members, a snow premium in lieu of compensation when members are required to work during off hours on snow operations, a 1% salary increase for all members of the bargaining unit, and a \$750 lump sum payment upon implementation of the health care plan design changes.

Police Patrolmen's Contract: P.O.S. Buyout for employees, increased longevity payment in exchange for the phasing out of the Exceptional Services Program, delayed step increases for the members who are eligible to step, a 1% salary increase for all members of the bargaining unit, and a \$700 lump sum payment upon implementation of the health care plan design changes.

Superior Officers' Contract: P.O.S. Buyout for employees, increased longevity and technology payments in exchange for the phasing out of the Exceptional Services Program, a 1% increase in night differential for qualifying officers based on the arbitrator's award last summer to the Patrolmen, a 1% salary increase for all members of the bargaining unit, and a \$700 lump sum payment upon implementation of the health care plan design changes.

Newton Municipal Employees' Association: P.O.S. Buyout for employees, increased longevity payments (59 employees or 33% of this unit have been employed with the City for more than 25 years), delayed step increases for those employees who are eligible for steps, a 1% salary increase for all members of the bargaining unit, and a \$700 lump sum payment upon implementation of the health care plan design changes.

International Association of Firefighters: P.O.S. Buyout for employees, increased longevity payments in exchange for phasing out the Exceptional Service Program, delayed step increases for those employees who are eligible for steps, a 1% increase in night differential for qualifying firefighters based on the arbitrator's award last summer to the Patrolmen (this item is retroactive to 7/1/09 – the date of award for Patrol), a 1% increase in the Emergency Medical Response Stipend (retroactive to FY11), a 1% salary increase for all members of the bargaining unit, a \$700 lump sum payment upon implementation of the health care plan design changes, and an adjustment to the

educational incentive program to reward members of the unit upon completion of a certified degree program in Fire Science or Fire and Emergency Management.

Parking Control/Traffic Supervisors: Technology stipend increase, a 1.0% salary increase for all members of the bargaining unit, a \$750 lump sum payment upon implementation of the health care plan design changes, and a \$100 annual bonus for all traffic supervisors (crossing guards) who work through the entire school year and do not take more than 3 sick days.

Nurses: P.O.S. Buyout for employees, step increase on new grid, and a \$700 lump sum payment upon implementation of the health care plan design changes.

Engineers: Increased longevity payments, delayed step increases for those employees who are eligible for steps, a 1.5% salary increase for all members of the bargaining unit, and a \$750 lump sum payment upon implementation of the health care plan design changes.

A.F.S.C.M.E. Amendment: Increased longevity payments to mirror other ratified contracts.

"H" Grade Employees: P.O.S. Buyout for employees, increased longevity payments, a 1.0% salary increase for all members of the bargaining unit, and a \$750 lump sum payment upon implementation of the health care plan design changes.

9. Under the new health insurance reform regulations' provision for coalition bargaining, do all of the unions have to participate, and if there is a signed contract with one union does it preclude other unions from joining the GIC?

Answer: Tthe Rules and Regulations are currently in the process of being "defined". Therefore, we cannot say definitively whether or not "all" subscribers to the City plan would have to join the GIC at the same time. We believe there are many other communities that are in the same situation as the City of Newton, where they have some fully executed contracts and some expired contracts. We continue to monitor the development of the regulations.

**Municipal Quinn Bill Survey
August 2011**

| TOWN | 100% to Current and New Employees | No | Partial/Other |
|------------------|-----------------------------------|----|---|
| BELMONT | yes | | |
| BOXBOROUGH | yes | | |
| BRAINTREE | yes | | |
| BROOKLINE | yes | | |
| BUCKLAND | yes | | |
| BURLINGTON | yes | | by contract expired 6/30/11, stopped 7/1/11 |
| CAMBRIDGE | yes | | |
| CANTON | yes | | |
| CHARLTON | yes | | no to new hires |
| CHATHAM | yes | | new contract as of 7/1/11 |
| CHELSEA | yes | | |
| DEDHAM | yes | | negotiating flat rate for new hires |
| DEERFIELD | yes | | |
| DOVER | yes | | |
| EVERETT | yes | | new hires only 50% |
| FAIRHAVEN | | no | union lost/under appeal |
| FALMOUTH | yes | | new hires, town 50%, whatever state provides |
| GRAFTON | yes | | |
| GREAT BARRINGTON | | | not covered by Quinn |
| GROVELAND | yes | | |
| HARVARD | yes | | |
| HINGHAM | yes | | |
| HOPKINTON | yes | | |
| HULL | Yes | | |
| IPSWICH | yes | | |
| LEOMINSTER | yes | | |
| LEXINGTON | yes | | |
| LINCOLN | yes | | 50% for New Hires |
| MARSHFIELD | yes | | |
| MASHPEE | | | at SJC |
| MEDFIELD | yes | | new hires after 7/1/2010 flat stipend added to base pay |
| MEDFORD | yes | | lost in arbitration, union prevailed retro to 7/1/09 |
| MILTON | yes | | lost in Supreme court in 1993 |
| NATICK | yes | | flat rate for new hires |
| NEEDHAM | yes | | |
| NORTH ANDOVER | yes | | |
| NORTH ATTLEBORO | | | In litigation |
| NORTH READING | yes | | lost in court, pay in full |
| NORTHAMPTON | yes | | |
| NORWELL | yes | | |
| NORWOOD | no | | |
| OXFORD | yes | | |
| PAXTON | yes | | |
| PRINCETON | yes | | |
| QUINCY | yes | | |
| RANDOLPH | yes | | |
| SALEM | yes | | |
| SANDWICH | yes | | now called Ed Incentive |
| SCITUATE | | | in litigation |
| SHERBORN | yes | | new-flat stipend, \$10,000 for BS, \$15,000 MS |
| SOMERSET | yes | | |
| SWANSEA | yes | | |
| SPRINGFIELD | yes | | |
| TOPSFIELD | yes | | |
| TYNGSBOROUGH | | | in litigation |
| WALTHAM | yes | | |
| WAREHAM | | | in litigation |

**Municipal Quinn Bill Survey
August 2011**

| | | | |
|----------------|-----------|----------|---|
| WATERTOWN | yes | | |
| WAYLAND | yes | | new hires on diff pay plan by degree |
| WELLESLEY | yes | | new hires flat rate/no longer civil service |
| WEST BOYLSTON | yes | | |
| WESTON | yes | | |
| WESTWOOD | yes | | |
| WEYMOUTH | yes | | |
| WHITMAN | yes | | |
| WILBRAHAM | | no | |
| WOBURN | yes | | |
| WORCESTER | yes | | |
| Totals: | 59 | 3 | |

**Municipal Fire Education Incentive Survey
August 2011**

| TOWN | Yes | No |
|---------------|------------|-----------|
| ARLINGTON | yes | |
| BEDFORD | yes | |
| BOSTON | | no |
| BRAINTREE | yes | |
| BROCKTON | yes | |
| BROOKLINE | yes | |
| BURLINGTON | yes | |
| CAMBRIDGE | yes | |
| CHELSEA | yes | |
| EASTON | yes | |
| FALL RIVER | yes | |
| FRAMINGHAM | yes | |
| HALIFAX | yes | |
| HANOVER | yes | |
| HINGHAM | yes | |
| HOPKINTON | yes | |
| LEXINGTON | yes | |
| LINCOLN | yes | |
| LOWELL | yes | |
| MARSHFIELD | yes | |
| MELROSE | yes | |
| MIDDLEBORO | yes | |
| MIDDLETON | yes | |
| MILFORD | yes | |
| NATICK | yes | |
| NEEDHAM | yes | |
| NEW BEDFORD | yes | |
| NORTH ANDOVER | yes | |
| NORTH READING | yes | |
| NORTHBOROUGH | yes | |
| QUINCY | yes | |
| RAYHAM | yes | |

\$41.82 per credit hour for Fire Sci with min of 10 crdits, max of 60
AS = \$3100/ BS = \$4000
AS = \$2000/BS = \$2500/ MS = \$3000
10 credits - 3%/25 credits = 6%/ 40 credits = 10%/60 credits = 15%/ 120 credits = 20%/ 150 credits = 30%
AS = \$1300/BS = \$3400
15 credits 1.13%/30 cred 2.25%/60 cred 4%/AS 5%/90 cr 7.5%/ 120 cred 11%/BS 15%/MA 20% of top step FF
AS-15%/BS-20%/MS-25%
\$35/credit for classes related to Fire or EMS
10+ credits toward BS = 1.5%/25+credits 3%/40 crdts=5%/AS=7.5%/BS 10%/MS 15%
AS 5% wage increase
10 credit hours = \$200/25 crdts = \$400/ 40 crdts = \$600/ AS = 5%/BS = 10%/MS = 12.5%
\$20/semester hour
\$5.00/week per approved course/capped at \$25 per week
15 credits = \$1250/30 cr =1400, AS = \$2600/BS = \$3200
Ed Incentive
AS = \$1200/BS = \$2400
AS = 6%/BS = 9%/ MS = 11%
AS Fire Sci = 1250/BS Fire Sci = \$2000/MS Pub. Admin = \$3000
\$5/credit up to \$50 per week
15-29 crdts=\$500/30+ = \$600/ AS = \$1000/BS = \$1800 all in Fire Science
12 credits = \$150/\$50 for each additional 3 credits up to AS=6%/BS=10%/MS=12%
30 credits 3%/AS 5%/BS/8%/MS 10%
qualified fire sci or related degree 30 credit hours =\$544.50/ AS or 60 crdts = \$998.25/90 crdts = \$1452/BS = \$2026.75/MS=\$2420
\$43.68/credit hour
Ed Credits 20-39 = \$500/40-59= \$500/60to 89 = \$1000/90 to 119 credits = \$1500 BS in Fire Sci = \$2000
AS = 6%/ BS = 7%/ MS = 8%
AS = 5%/BS= 8%/MS = 13%

**Municipal Fire Education Incentive Survey
August 2011**

| | | |
|------------|-----|--|
| READING | yes | As = 5%/BS= 10%/MS = 15% |
| SANDWICH | yes | 21-45 credits = 2%/46-62=3%/AS=6%/ 81-100 crdts= 7%/101-119 crdts = 9%/BS = 10% |
| SAUGUS | yes | \$20/ credit up to 45 credits/ AS \$2000/BS \$4000 |
| SHREWSBURY | yes | AS = 5%/BS = 10% |
| STOW | yes | 5% AS/ 10% BS/ 15% MS |
| SWAMPSCOTT | yes | \$200 for 30 credits toward fire science/AS \$400/BS \$600 |
| TAUNTON | yes | 10-24 credits = 3%/25-39 crdts = 6%/40-59 crdts = 10%/AS= 15%/BS = 20% MS=30% Ph D=40% |
| TOPSFIELD | yes | 5% for AS in Fire Science |
| WALTHAM | yes | 60-119-7.5%, 120-149-10%, 150+ - 12.5%, hired as of 7/1/88 |
| WATERTOWN | yes | 3-30 credits = \$12/crdt/31-59 crdt = \$17/crdt/AS = 4%/ BS = 7.75% for pre-approved Fire Sci or related degree |
| WAYLAND | yes | Ed credits up to associates - AS (60 credits) \$2300/BS \$2700/MS\$300 |
| WELLESLEY | yes | Ed Credits - 3 hours = \$60/6 hrs = \$120/9 hrs = \$240/12 hrs = \$300/15 hrs=\$360/18 hrs = \$435/21 hrs = \$480/24 HRS = \$540 |
| WESTON | yes | |
| WESTWOOD | yes | Fire Sci = \$21/crdt up to \$1250/AS = 5%/ BS = 8.5%/MS = 10% |
| WILMINGTON | yes | \$100/6 credits up to \$2000 and must stay at least 3 years |
| WOBURN | yes | AS-\$1250/BS - \$2500/ MS - \$3000 plus \$14/credit hour toward degree in Fire science |
| WORCESTER | yes | |
| WRENTHAM | yes | |
| | | |
| | | |
| | | |
| | | |
| Totals: | | |

City of Newton, Massachusetts

8/11/2011

TOTAL MUNICIPAL

Available Increase = 2.5%

| | RETRO FY10-FY11 | FY2012 | FY2013 | FY2014 | 3 YR TOTAL | FY2015 |
|--|-----------------|----------------|----------------|-----------------|-----------------|-----------------|
| TOTAL MUNICIPAL | | | | | | |
| FY2012 Compensation | \$ - | \$ 53,859,311 | | | | |
| FY2012 Step Increases | \$ - | \$ 482,114 | | | | |
| FY2012 BUDGETED SALARIES | \$ - | \$ 54,341,425 | | | | |
| City Share FY2012 Health Insurance | \$ - | \$ 10,095,277 | | | | |
| AMT AVAIL - COMPENSATION & HEALTH | \$ - | \$ 64,662,548 | \$ 66,279,112 | \$ 67,936,089 | \$ 198,877,749 | \$ 69,634,492 |
| AMT AVAIL - COMPENSATION & HEALTH | \$ - | \$ 64,662,548 | \$ 66,279,112 | \$ 67,936,089 | \$ 198,877,749 | \$ 69,634,492 |
| Less: THE MUNICIPAL PLAN DESIGN | \$ - | \$ (9,140,191) | \$ (9,636,660) | \$ (10,397,335) | \$ (29,174,186) | \$ (11,229,122) |
| Available for Comp w/Health Changes | \$ - | \$ 55,522,357 | \$ 56,642,452 | \$ 57,538,755 | \$ 169,703,563 | \$ 58,405,370 |
| Available for Increase: | | | | | | |
| Savings from Health Insurance | \$ - | \$ 926,075 | | | | |
| FY2012 Step Increases | \$ - | \$ 482,114 | | | | |
| Total Available for Employees | \$ - | \$ 1,408,189 | | | | |
| % Available for Compensation w/Health Care Savings | | 2.61% | 2.02% | 1.58% | | 1.51% |

CHANGES IN COMPENSATION

| | | | | | | |
|--|--------------|---------------|---------------|---------------|----------------|---------------|
| Beginning Salary | \$ - | \$ 54,245,754 | \$ 55,397,525 | \$ 56,483,945 | \$ 166,087,224 | \$ 57,344,754 |
| Health Insurance | \$ - | \$ 9,219,781 | \$ 9,636,660 | \$ 10,397,335 | \$ 29,253,776 | \$ 11,229,122 |
| 11 Months Savings POS | \$ - | \$ (178,901) | \$ - | \$ - | \$ (178,901) | \$ - |
| POS Buyout | \$ - | \$ 36,000 | \$ - | \$ - | \$ 36,000 | \$ - |
| Signing Bonus | \$ 120,750 | \$ 4,200 | \$ - | \$ - | \$ 4,200 | \$ - |
| Longevity/\$200/\$300 | \$ 40,800 | \$ 105,565 | \$ 68,150 | \$ 53,500 | \$ 227,215 | \$ - |
| ESRP SAVINGS | \$ - | \$ - | \$ (96,180) | \$ (97,461) | \$ (193,641) | \$ (114,180) |
| 1% Salary Increase | \$ - | \$ 521,258 | \$ - | \$ 6,340 | \$ 527,598 | \$ - |
| \$700/\$750 Health Adjustment | \$ - | \$ 621,300 | \$ - | \$ - | \$ 621,300 | \$ - |
| Technology Stipend | \$ - | \$ 9,440 | \$ - | \$ - | \$ 9,440 | \$ - |
| Step Increases | \$ - | \$ 133,080 | \$ 231,115 | \$ 223,207 | \$ 587,401 | \$ 231,813 |
| Reclassifications | \$ - | \$ 3,285 | \$ 1,084 | \$ - | \$ 4,369 | \$ - |
| 1.5% COLA | \$ - | \$ 9,111 | \$ 506,789 | \$ 505,303 | \$ 1,021,203 | \$ - |
| 2.0% COLA | \$ - | \$ - | \$ 23,390 | \$ 235,823 | \$ 259,214 | \$ 192,848 |
| 2.5% COLA | \$ - | \$ - | \$ 21,496 | \$ 224,397 | \$ 245,893 | \$ 967,088 |
| 3.0% COLA | \$ - | \$ - | \$ 540,877 | \$ - | \$ 540,877 | \$ - |
| Snow Premium | \$ - | \$ 2,500 | \$ - | \$ - | \$ 2,500 | \$ - |
| EMR STIPEND | \$ 120,000 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Certified Degree Program Incentive | \$ - | \$ 67,000 | \$ 50,000 | \$ 50,000 | \$ 167,000 | \$ 50,000 |
| Night Shift Differential | \$ 105,000 | \$ 14,322 | \$ - | \$ - | \$ 14,322 | \$ - |
| Anticipated Savings from Attrition | \$ - | \$ (316,190) | \$ (300,300) | \$ (300,300) | \$ (916,790) | \$ (300,300) |
| TOTAL COMPENSATION | \$ 386,550 | \$ 64,497,505 | \$ 66,080,605 | \$ 67,742,089 | \$ 198,320,199 | \$ 69,601,144 |
| (OVER)/UNDER FY12 BUDGET/ FY13&FY14 2.5% GROWTH | \$ (386,550) | \$ 165,043 | \$ 198,507 | \$ 194,000 | \$ 557,550 | \$ 33,347 |

ASSUMES 5% TURNOVER RATE AT \$7,000 SAVINGS PER YEAR

CITY OF NEWTON
IN BOARD OF ALDERMEN

ORDERED:

That in accordance with the recommendation of His Honor the Mayor and with the confirmation of the Honorable Board of Aldermen, be it known that CAROL ANN SHEA is hereby re-appointed as a member of the NEWTON TAXATION AID COMMITTEE for a term to expire on May 1, 2014..

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

CITY OF NEWTON
IN BOARD OF ALDERMEN

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, the acceptance and authorization to expend a gift of thirty-eight thousand dollars (\$38,000) from private donations to be used for the purpose of funding the Police Department's canine program, be and is hereby approved.

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

May 23, 2010

ORDERED:

That, in accordance with the recommendation of the Programs and Services and Finance Committees through their respective Chairmen Amy Mah Sangiolo and Leonard J. Gentile, the sum of four hundred fifty thousand dollars (\$450,000) to be appropriated from FY12 Budget Reserve, be and is hereby appropriated, granted, and expenditure authorized under the direction of the Commissioner of Parks and Recreation to fund costs associated with tree emergencies:

| | | |
|-------|--|-----------|
| FROM: | Budget Reserve (0110498-5790)..... | \$450,000 |
| TO: | Parks Expenses (01602011-5273)..... | \$450,000 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor
Date: _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, a transfer of funds in the amount of thirty-two thousand four hundred twenty-one dollars (\$32,421) from the Angier Boiler Replacement Account to the Bowen Boiler Replacement Project be and is hereby approved as follows:

| | | |
|-------|----------------------------|----------|
| FROM: | Angier Boiler Replacement | |
| | 31L115C1-593031 | \$32,421 |
| TO: | Bowen Boiler Replacement | |
| | 31NB3115902-49703031 | \$32,421 |
| | (31NB3115902-5825) | |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, a transfer of funds in the amount twenty-five thousand dollars (\$25,000) from the Williams Boiler Replacement Project Account and the Angier Boiler Replacement Account and twenty-five thousand dollars (\$25,000) from the Countryside School Lift Installation Project Account to the Countryside Boiler Replacement and Fuel Tank Repair Project Account be and is hereby approved as follows:

| | | |
|-------|---|----------|
| FROM: | Williams Boiler Replacement | |
| | 31M1155D4-59031 | \$12,824 |
| | Angier Boiler Replacement | |
| | 31L115C1-593031 | \$12,176 |
| | Countryside Lift | |
| | 31M115D5-593031 | \$25,000 |
| | | |
| TO: | Countryside Boiler and Fuel Tank Repair | |
| | 31NB3115905-49703031 | \$50,000 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON
IN BOARD OF ALDERMEN

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, a transfer of funds in the amount of seventy thousand eighty-three dollars (\$7,083) to fund the cost items associated with the labor contract agreement with the Newton Superior Officers' Association be and is hereby approved as follows:

| | | |
|-------|----------------------|---------|
| FROM: | Police Fringes | |
| | 0120103-57HLTH..... | \$7,083 |
| TO: | Police Salaries | |
| | 0120103-511001 | \$7,083 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, the sum of six hundred eighty-two thousand three hundred seventy-five dollars (\$682,375) to be appropriated from Free Cash, be and is hereby appropriated, granted, and expenditure authorized and a transfer of funds in the amount of one hundred ninety-nine thousand two hundred seven dollars (\$199,207) for the purpose of funding the costs items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the International Association of Firefighters, IAFF Local 863 be and is hereby approved as follows:.

| | | |
|-------|------------------------|-----------|
| FROM: | Free Cash | |
| | 01-3498 | \$682,375 |
| | Fire Fringe Benefits | |
| | 0121002-57HLTH..... | \$199,207 |
| | | |
| TO: | Fire Salaries | |
| | 0121001-5197 | \$682,375 |
| | Fire Personal Services | |
| | 0121002-511001 | \$199,207 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, the sum of ten thousand seven hundred fifty dollars (\$10,750) to be appropriated from Free Cash, be and is hereby appropriated, granted, and expenditure authorized a transfer of funds in the amount of sixteen thousand eight hundred forty-four dollars (\$16,844) for the purpose of funding the costs items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the American Federation of State, County, and Municipal Employees, Local 2913, the Parking Enforcement and Traffic Supervisors Union be and is hereby approved as follows:.

| | | |
|-------|--------------------------|----------|
| FROM: | Free Cash | |
| | 01-3498 | \$10,750 |
| | Police Fringe Benefits | |
| | 0120102-57HLTH..... | \$16,844 |
| | | |
| TO: | Police Salaries | |
| | 0120102-5197 | \$10,750 |
| | Police Personal Services | |
| | 0120102-511001 | \$16,844 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, the sum of six thousand five hundred seventy-five dollars (\$6,575) to be appropriated from Free Cash, be and is hereby appropriated, granted, and expenditure authorized a transfer of funds in the amount of nine thousand seven hundred twenty-four dollars (\$9,724) for the purpose of funding the costs items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the City of Newton Engineers' Association be and is hereby approved as follows:.

| | | |
|-------|-----------------------|---------|
| FROM: | Free Cash | |
| | 01-3498 | \$6,575 |
| | DPW Fringe Benefits | |
| | 0140112-57HLTH..... | \$9,724 |
| | | |
| TO: | DPW Salaries | |
| | 0140112-5197 | \$6,575 |
| | DPW Personal Services | |
| | 0140107-511001 | \$9,724 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, the sum of thirty-eight thousand two hundred seventeen dollars (\$38,217) to be appropriated from Free Cash, be and is hereby appropriated, granted, and expenditure authorized a transfer of funds in the amount of thirty-seven thousand two hundred four dollars (\$37,204) for the purpose of funding the costs items set forth in the FY09 through FY11 and the FY12 through FY14 labor contract agreements with the Massachusetts Nurses' Association be and is hereby approved as follows:.

| | | |
|-------|---------------------------------|----------|
| FROM: | Free Cash | |
| | 01-3498 | \$38,217 |
| | Health Fringe Benefits | |
| | 0150105-57HLTH..... | \$37,204 |
| TO: | Public Health Salaries | |
| | 0140112-5197 | \$38,217 |
| | Public Health Personal Services | |
| | 0150103-511001 | \$37,204 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON

IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, a transfer of funds in the amount of twenty-six thousand dollars to fund the cost items associated with the labor contract agreement with the American Federation of State and Municipal Employees, Local 2443, the Foremen’s Union be and is hereby approved as follows:

| | | |
|-------|---------------------------|----------|
| FROM: | Public Buildings Benefits | |
| | 0111501-57HLTH..... | \$2,000 |
| | DPW Benefits | |
| | 0140101-57HLTH..... | \$18,000 |
| | Parks Benefits | |
| | 0160201-57HLTH..... | \$6,000 |
| TO: | Public Buildings Salaries | |
| | 0111501-511001 | \$2,000 |
| | DPW Salaries | |
| | 0140101-511001 | \$18,000 |
| | Parks Salaries | |
| | 0160201-511001 | \$6,000 |

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON
IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, a transfer of funds from Wage Reserve in the amount of twenty-five thousand five hundred twenty-five dollars (\$25,525) to settle amended collective bargaining agreements with the American Federation of State, County and Municipal Employees (AFSCME), Local 3092 and Local 3092B for FY12 through FY14 in accordance with the attached schedule be and is hereby approved.

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETTI D. WARREN
Mayor

Date _____

CITY OF NEWTON
IN BOARD OF ALDERMEN

2011

ORDERED:

That, in accordance with the recommendation of the Finance Committee through its Chairman Leonard J. Gentile, a transfer of funds from Wage Reserve in the amount of seven thousand eight hundred fifty dollars (\$7,850) to fund compensation adjustment to the longevity payments to Hay Grade employees in accordance with the attached schedule be and is hereby approved.

Under Suspension of Rules
Readings Waived and Approved

(SGD) DAVID A. OLSON
City Clerk

(SGD) SETT D. WARREN
Mayor

Date _____