

**KEENE POLICE DEPARTMENT SUPERVISORS
AFT LOCAL #6305, AFT, AFL-CIO**

AND

THE CITY OF KEENE

Memorandum of Understanding

May 16, 2011

The Collective Bargaining Agreement Between the Keene Police Department Supervisors, AFT Local 6305 and the City of Keene, NH for July 1, 2009 through June 30, 2013, including any and all addenda, appendices memorandums of understanding will be extended to June 30, 2014 with the following changes:

1.

**ARTICLE 16
Compensation**

SECTION 1: Salary Scale: The top step of the Sergeant's schedule shall be 15% more than the top step for the highest paid police officer. The top step of the Lieutenant's schedule shall be 15% more than the top step of the Sergeant's schedule. Each step below the top step in each schedule shall be 4.5% less than the step immediately above it.

Police Supervisors Wage Scale

Police Supervisors' Wage Schedule 7/1/2009- 6/30/2012

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
7/1/2009	Sergeants	24.47	25.62	26.83	28.09	29.41	30.80
	Lieutenants	28.14	29.46	30.85	32.30	33.83	35.42
7/1/2010	Sergeants	25.02	26.20	27.43	28.72	30.08	31.49
	Lieutenants	28.77	30.12	31.54	33.03	34.59	36.22
1/1/2011	Sergeants	25.64	26.85	28.12	29.44	30.83	32.28
	Lieutenants	29.49	30.88	32.33	33.86	35.45	37.12
7/1/2011	Sergeants	26.67	27.92	29.24	30.62	32.06	33.57
	Lieutenants	30.67	32.11	33.63	35.21	36.87	38.61

**Salary schedule for July 1, 2012 to June 30, 2013 to be based on KPOA contract.
Salary schedule for July 1, 2013 to June 30, 2014 to be generated based upon KPOA wage settlement.**

Until the contract expires on June 30, ~~2013~~ 2014, this schedule shall be adjusted in accordance with the above formula when the top step of the police officers' schedule is

adjusted, such adjustments to be effective on the same dates as they are effective for the Police Officers' bargaining unit.

2.

ARTICLE 13

Insurance

SECTION 2: The City shall provide a medical insurance plan and benefits (including but not limited to the amount of co-pays and deductibles) substantially equivalent to the benefit level of Option II as outlined in Appendix B-1. The current plan is administered through CIGNA as referenced in the attached Summaries of Benefits (Appendices B-1 and B-2). The parties shall establish a Joint Labor-Management Committee to examine the plans being offered and review other options which may be available to the City and Union.

The City shall retain the right to obtain substantially equivalent coverage from any carrier, network provider and/or third party administrator provided however the City shall provide the Keene Police Department Supervisor's Union at least thirty (30) days written notice prior to making any changes in carrier, network provider and/or third party administrator.

Effective July 1, 2009, the City shall pay eighty-four percent (84%) of the cost of Option II. Those bargaining unit members selecting any other option which may be provided by the City shall pay the difference, if any, between the cost of the selected option and eighty-four percent (84%) of the cost of Option II. In the event that eighty-four percent (84%) of the cost of Option II exceeds the total cost of any other option, no monies will be owed to the bargaining unit member. Effective July 1, 2010, the City shall pay eighty-three percent (83%) of the cost of Option II. Those bargaining unit members selecting any other option which may be provided by the City shall pay the difference, if any, between the cost of the selected option and eighty-three percent (83%) of the cost of Option II. In the event that eighty-three percent (83%) of the cost of Option II exceeds the total cost of any other option, no monies will be owed to the bargaining unit member. Effective July 1, ~~2011~~ 2012, the City shall pay eighty-two percent (82%) of the cost of Option II. Those bargaining unit members selecting any other option which may be provided by the City shall pay the difference, if any, between the cost of the selected option and eighty-two percent (82%) of the cost of Option II. In the event that eighty-two percent (82%) of the cost of Option II exceeds the total cost of any other option, no monies will be owed to the bargaining unit member. Effective July 1, ~~2012~~ 2013, the City shall pay eighty-one percent (81%) of the cost of Option II. Those bargaining unit members selecting any other option which may be provided by the City shall pay the difference, if any, between the cost of the selected option and eighty-one percent (81%) of the cost of Option II. In the event that eighty-one percent (81%) of the cost of Option II exceeds the total cost of any other option, no monies will be owed to the bargaining unit member.

3.

ARTICLE 22
Duration


All provisions in this agreement shall be effective on July 1, 2009, provided that the Keene City Council has approved all cost items by that date. No cost item in this agreement will have retroactive effect unless it is specifically noted in the agreement and the retroactive cost of such provision is specifically approved by the City Council. The Agreement shall be in effect through June 30, ~~2013~~ 2014 and shall continue in effect from contract year to contract year thereafter unless amended, modified or terminated in accordance with this Article. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing by registered mail between January 15th and February 15th of ~~2013~~ 2014 or any subsequent year of the contract. If such notice is given in accordance with the above by either party in ~~2013~~ 2014 or any subsequent year of the contract, the parties agree that it is their mutual objective to begin negotiations not later than March 15th of the year in which such notice is given.

4. This Memorandum of Understanding will take effect on upon passage by the City Council.

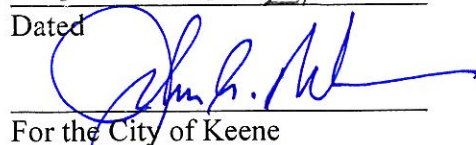
5. This Memorandum of Understanding has been approved by the appropriate votes of the members of the KPDS and Keene City Council.

6. All other provisions of the collective bargaining agreement shall remain in full force and effect until a successor agreement is negotiated.

Signatures


For Keene Police Department Supervisors

20110621
Dated


For the City of Keene

6/21/11
Dated