

**KEENE POLICE OFFICERS' ASSOCIATION
AFT LOCAL #6246, AFT, AFL-CIO**

AND

THE CITY OF KEENE

Memorandum of Understanding

May 16, 2011

The Collective Bargaining Agreement Between the Keene Police Officers' Association, AFT Local 6246 and the City of Keene, NH for July 1, 2008 through June 30, 2012, including any and all addenda, appendices memorandums of understanding will be extended to June 30, 2013 with the following changes:

1. **ARTICLE XVI**
Compensation

SECTION 1 – Salary Scale:

Effective July 1, 2010, bargaining unit employees shall receive a 2.25% cost of living increase.

		Annual Step 2	Annual Step 3	Annual Step 4	Annual Step 5	Annual Step 6	Annual Step 7
7/1/2010	2.25%	22.54	23.54	24.62	25.70	26.81	27.38

Effective January 1, 2011, bargaining unit employees shall receive a 2.5% cost of living increase.

		Annual Step 2	Annual Step 3	Annual Step 4	Annual Step 5	Annual Step 6	Annual Step 7
1/1/2011	2.50%	23.11	24.12	25.23	26.34	27.48	28.07

Effective July 1, 2011, bargaining unit employees shall receive a ~~4%~~ 0% cost of living increase.

		Annual Step 2	Annual Step 3	Annual Step 4	Annual Step 5	Annual Step 6	Annual Step 7
7/1/2011	4.00%	24.03	25.09	26.24	27.40	28.58	29.19
7/1/2011	0%	23.11	24.12	25.23	26.34	27.48	28.07

Effective July 1, 2012, bargaining unit employees shall receive a 4% cost of living increase.

		Annual Step 2	Annual Step 3	Annual Step 4	Annual Step 5	Annual Step 6	Annual Step 7
7/1/2012	4.00%	24.03	25.09	26.24	27.40	28.58	29.19

2.

ARTICLE XIII
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 of July 1, 2004 as outlined in Appendix B-2 and a provider network substantially equivalent to that available as of July 1, 2004. The current plan is administered through CIGNA as referenced in the attached Summaries of benefits (Appendices B-1, B-2 and B-3). 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 Association.

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 Officers' Association at least thirty (30) days written notice prior to making any changes in carrier, network provider and/or third party administrator.

Effective July 1, 2006, the City shall pay eighty-five percent (85%) 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-five percent (85%) of the cost of Option II. In the event that eighty-five percent (85%) 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, 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.

3.

ARTICLE XXI
Duration


SECTION 1: All provisions in this agreement shall be effective on the date that the Keene City Council approves the cost items. 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, ~~2012~~ **2013**, 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 ~~2012~~ **2013** or any subsequent year of the contract. If such notice is given in accordance with the above by either party in ~~2012~~ **2013** 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 KPOA 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.

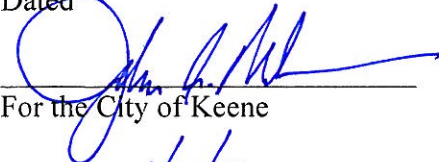
Signatures



For Keene Police Officers' Association

6/21/11

Dated



For the City of Keene

6/21/11

Dated