

The seal of the Town of Derry, New Hampshire, is visible in the background. It features a circular design with a central shield depicting a ship, surrounded by the text "TOWN OF DERRY NEW HAMPSHIRE" and "INCORPORATED 1827".

# LABOR CONTRACTS

# Overview

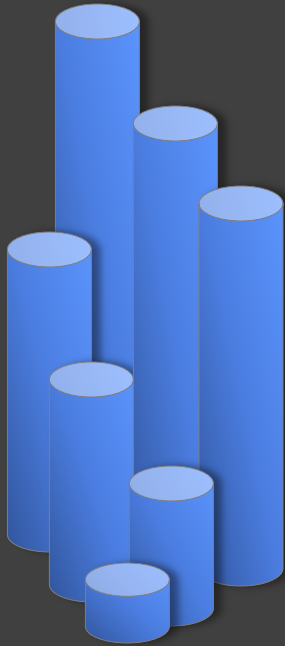
A large green arrow pointing to the right, containing the text "MOVING FORWARD".

***MOVING FORWARD***

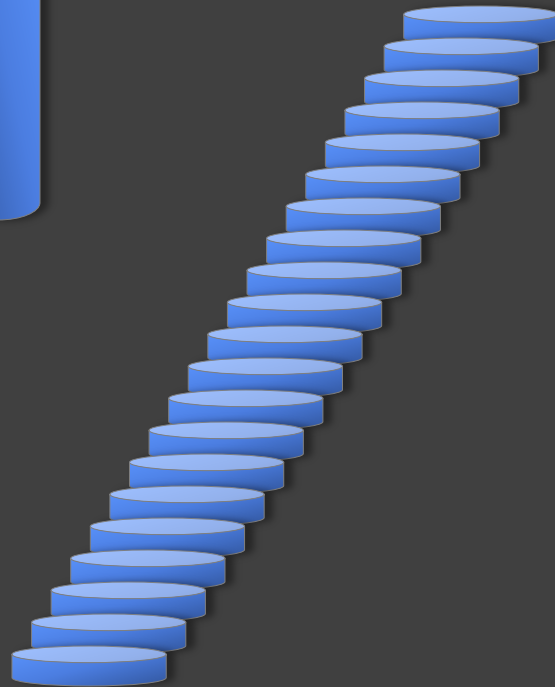
# THE BIG PICTURE

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## The Circumstances



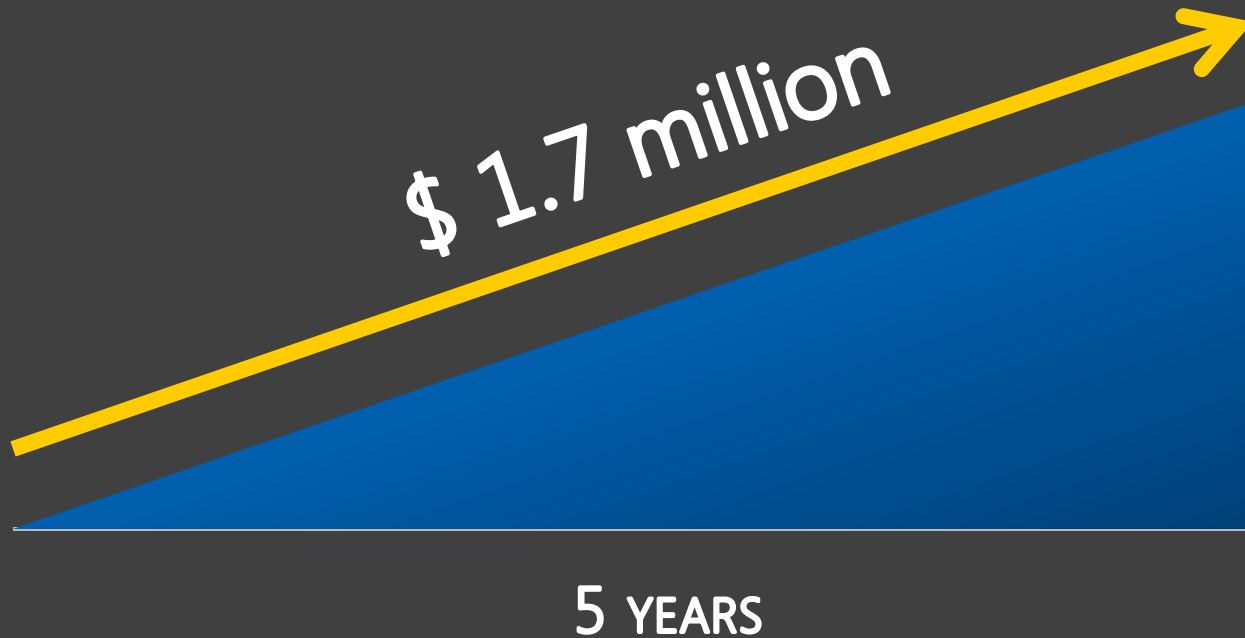
7 unions OUT OF CONTRACT



# THE BIG PICTURE

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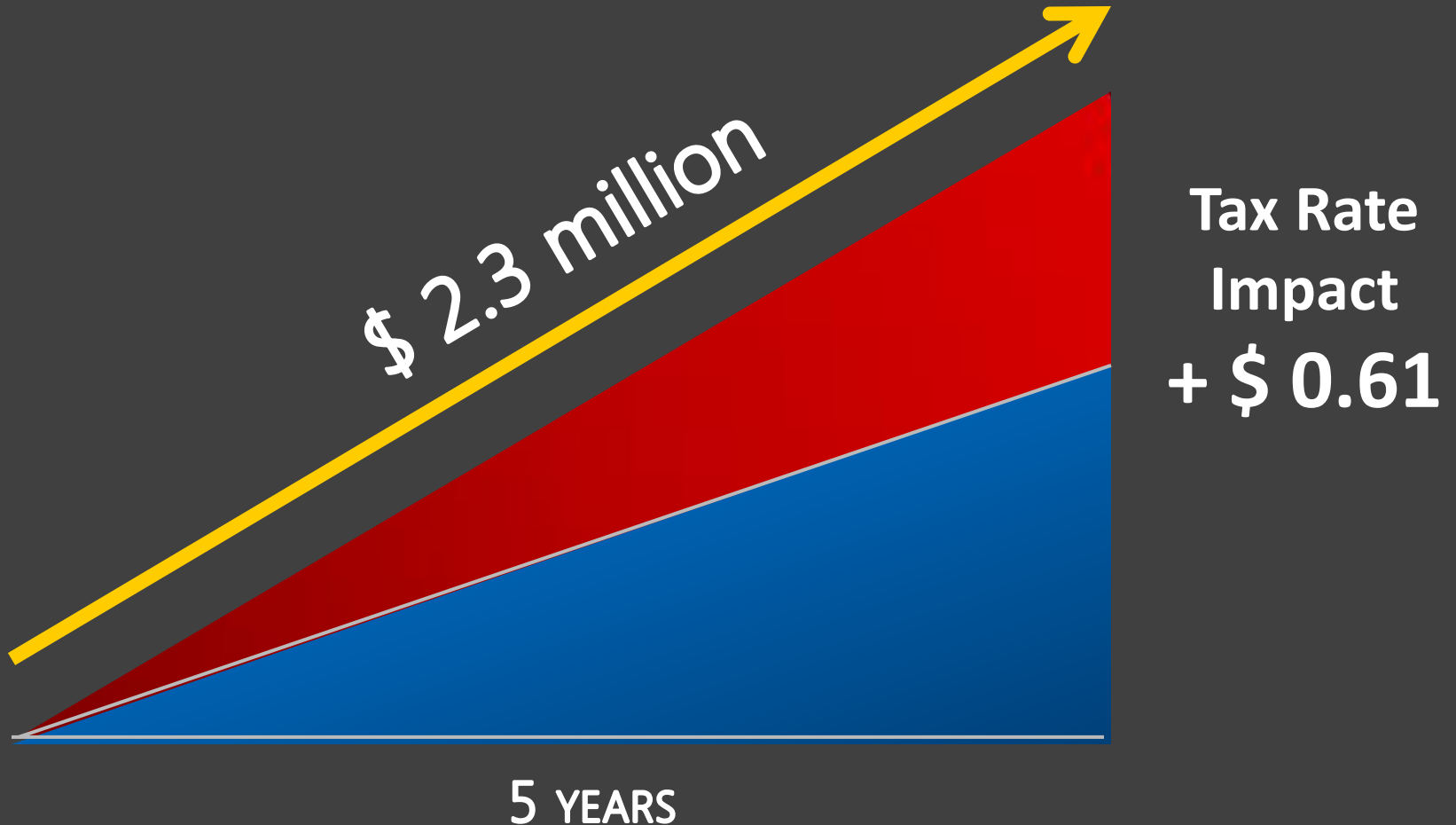
## Health Insurance Costs



# THE BIG PICTURE

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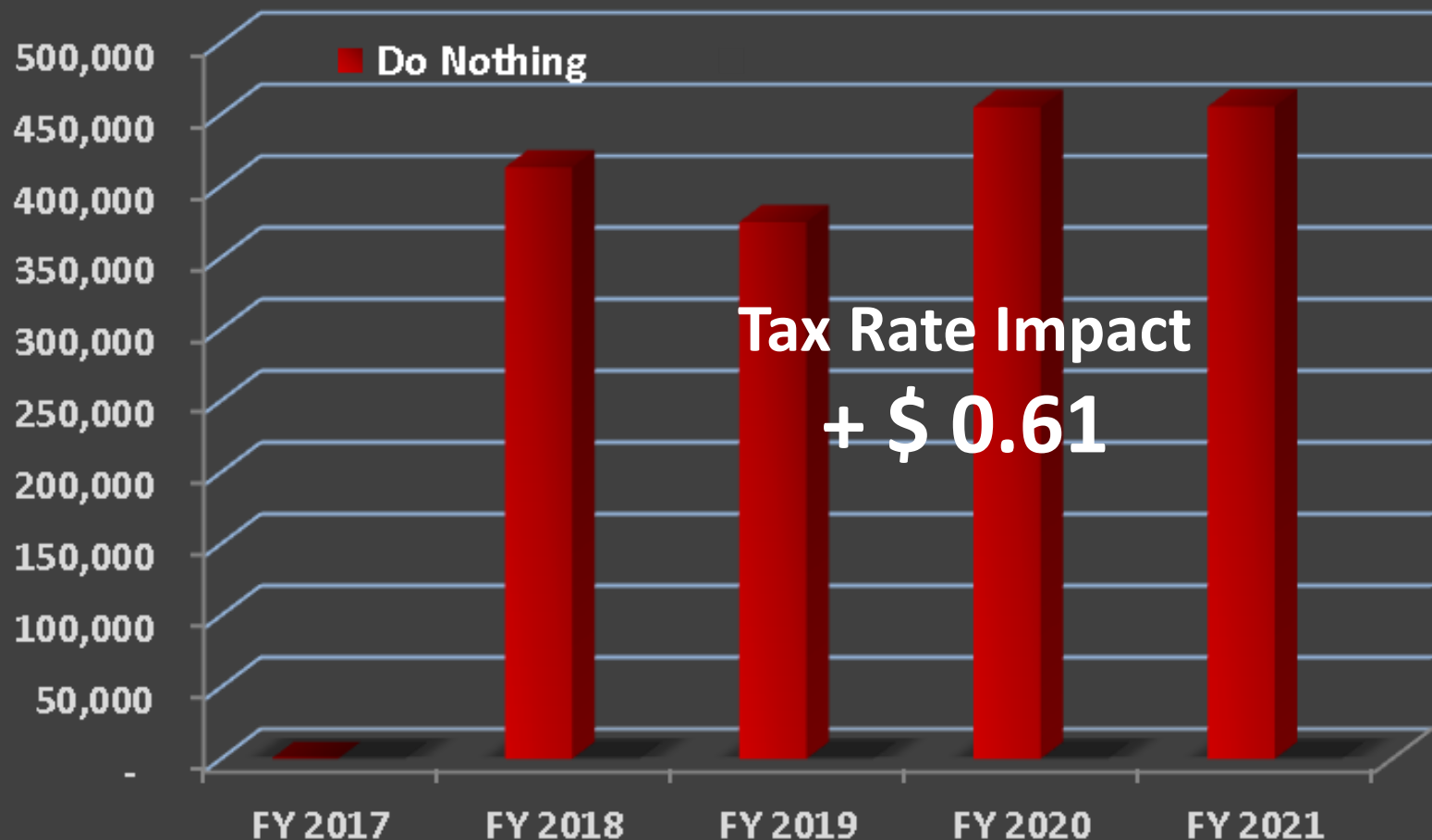
## Health Insurance + Payroll Costs



# THE BIG PICTURE

## Health Insurance + Payroll Costs

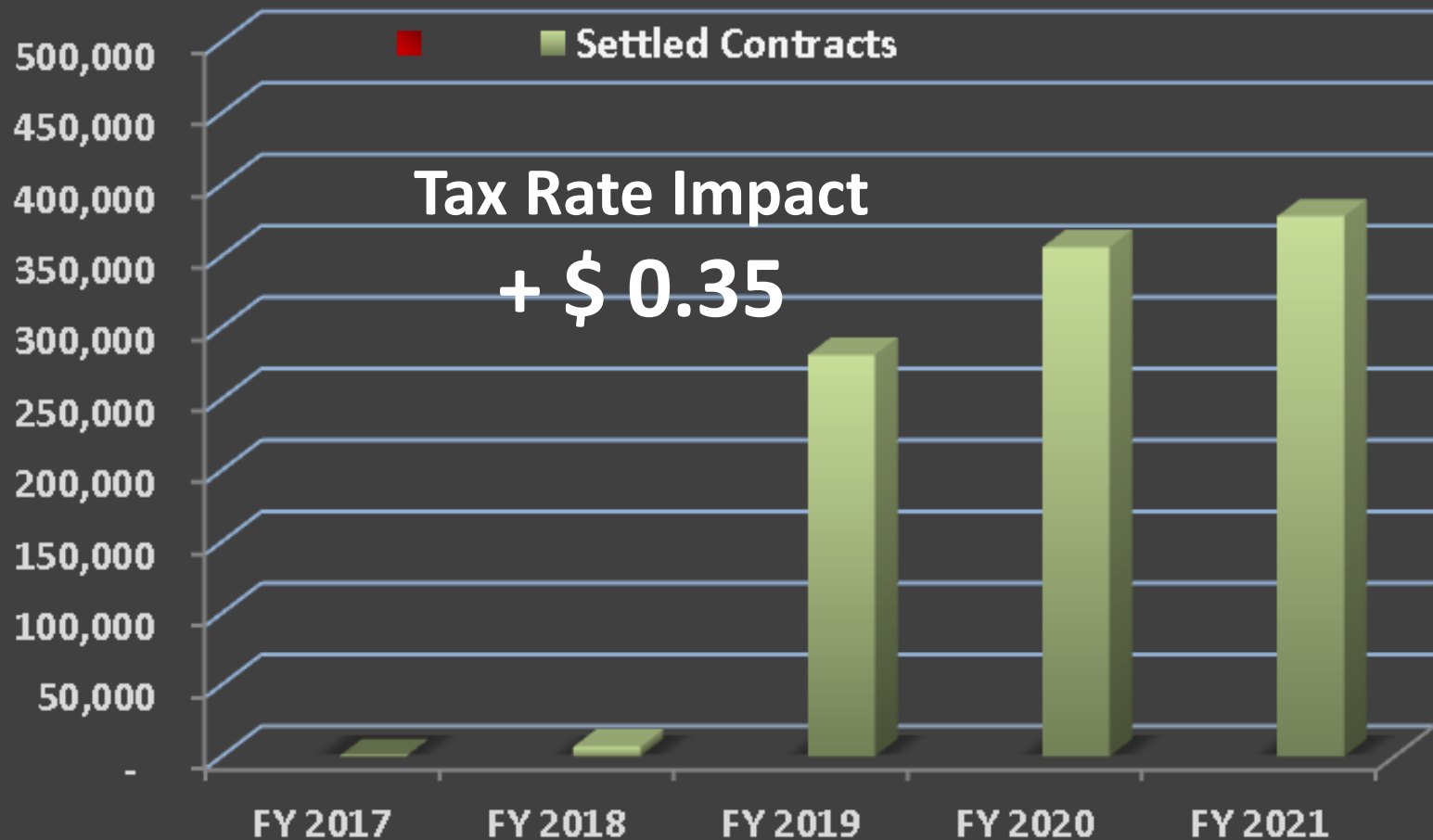
5 Year Comparison ...



# THE BIG PICTURE

## Health Insurance + Payroll Costs

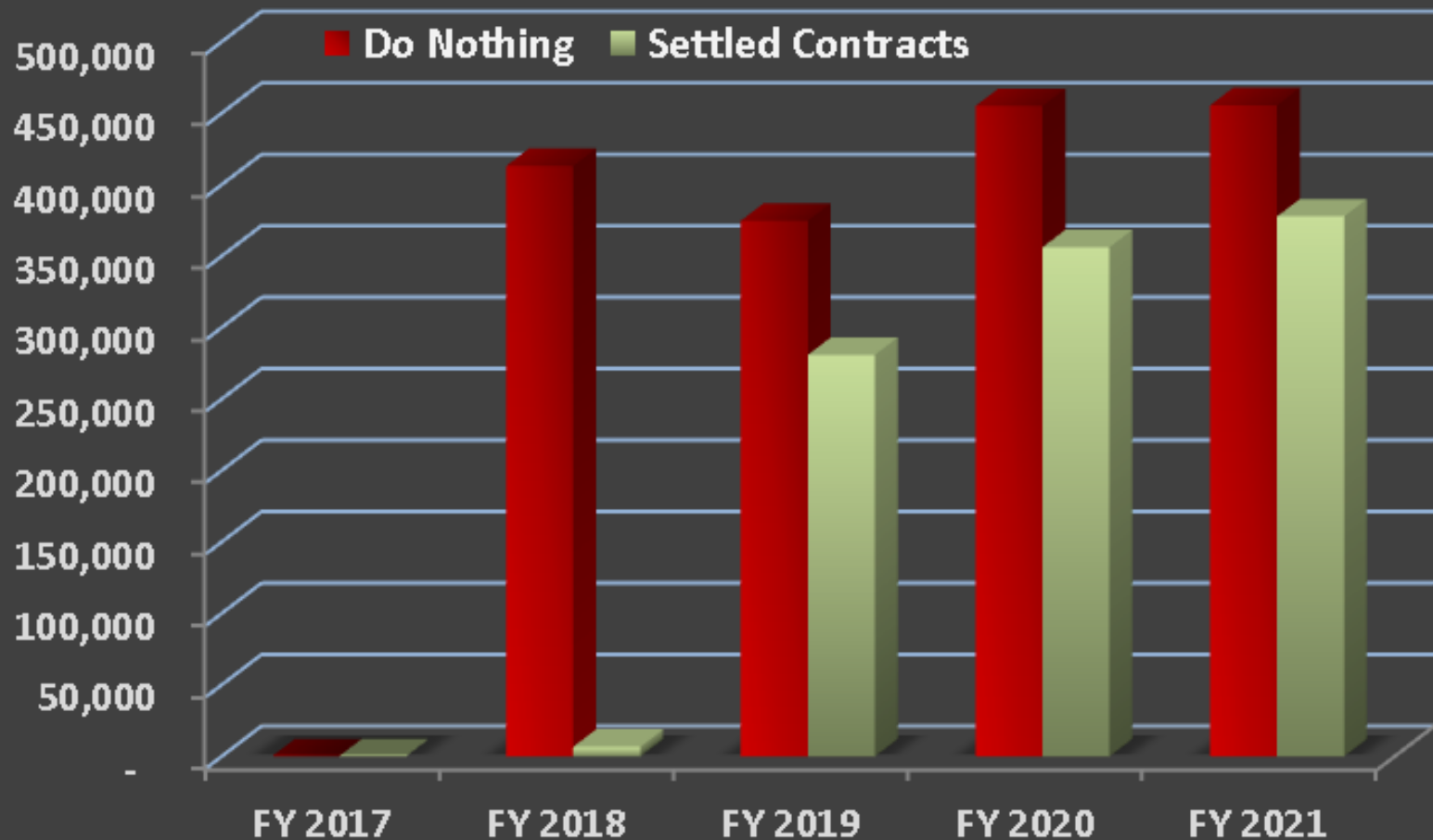
5 Year Comparison ...



# THE BIG PICTURE

## Health Insurance + Payroll Costs

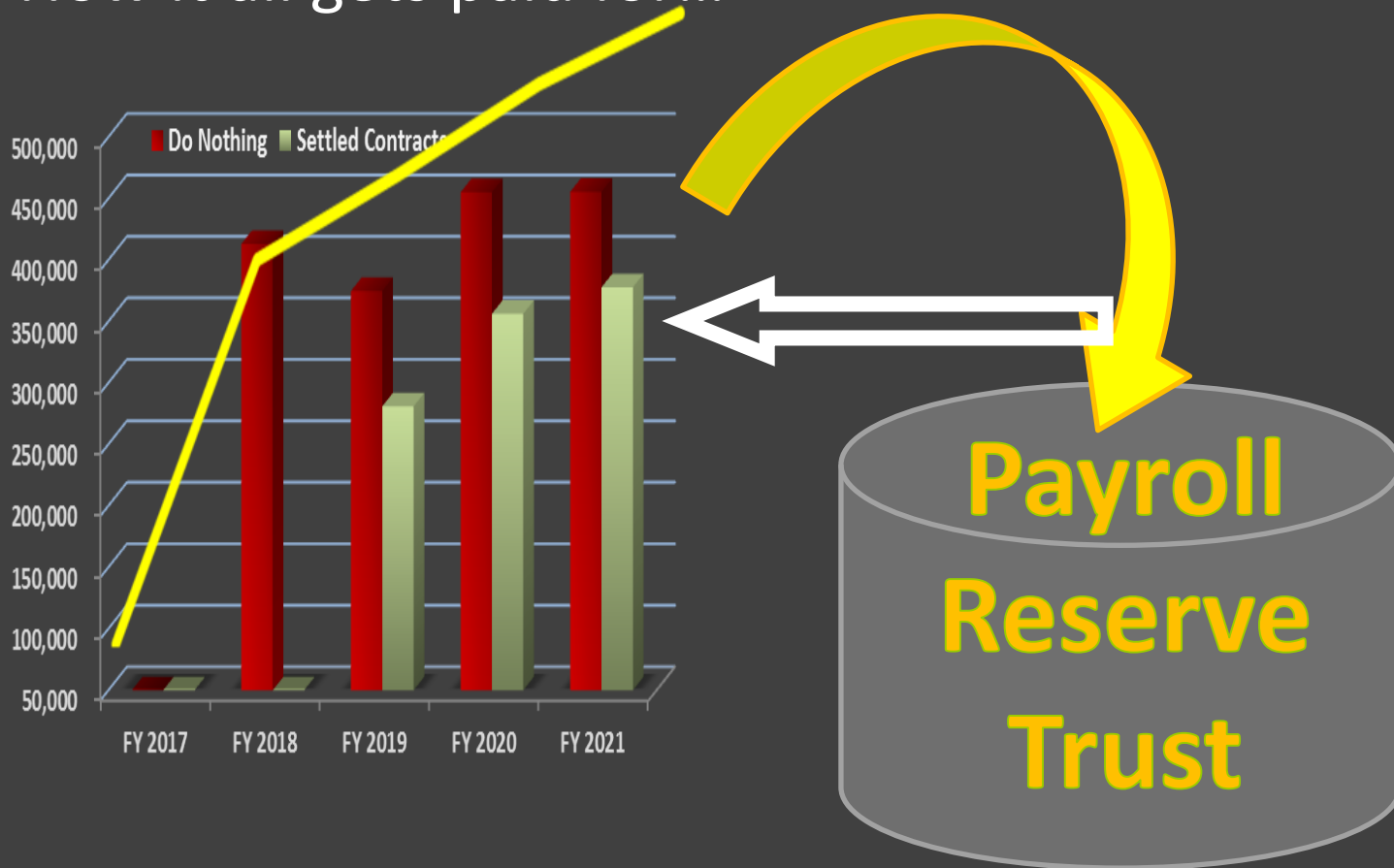
5 Year Comparison ...



# THE BIG PICTURE

## Financing

How it all gets paid for...





# THE BIG PICTURE

## The Details

	FY2017	FY2018	FY2019	FY2020	FY2021	TOTAL
<b>DO NOTHING ... (Status Quo)</b>						
PAYROLL	121,302	161,810	126,764	130,928	80,441	621,245
HEALTH INSURANCE	3,343,227	3,715,944	4,125,933	4,576,923	5,073,011	20,835,039
TOTAL	3,464,529	3,877,754	4,252,697	4,707,851	5,153,452	21,456,284
ADDITIONAL ANNUAL COST	-	413,225	374,943	455,154	445,601	1,688,923
POTENTIAL TAX RATE IMPACT	-	0.15	0.14	0.16	0.16	0.61
<b>ACCOMPLISHED ... (Settled Contracts)</b>						
PAYROLL	756,013	707,262	671,718	679,789	634,608	3,449,390
HEALTH INSURANCE	3,110,651	3,165,882	3,482,471	3,830,718	4,213,790	17,803,512
TOTAL	3,866,664	3,873,144	4,154,189	4,510,507	4,848,398	21,252,902
ADDITIONAL COST	-	6,480	281,045	356,318	337,891	981,734
POTENTIAL TAX RATE IMPACT	-	-	0.10	0.12	0.13	0.35
<b>COMPARISON ... Over(Under) Status Quo</b>						
VARIANCE	n/a	(406,745)	(93,898)	(98,836)	(107,710)	(707,189)
POTENTIAL TAX RATE IMPACT	n/a	(0.15)	(0.03)	(0.04)	(0.04)	(0.26)
NET ANNUAL COST	402,135	(4,610)	(98,508)	(197,344)	(305,054)	(203,382)

# Annual COLA Increases

	DPW	Police Super's	Police Patrol	Prof'l Admin + Tech	Clerical	Fire Fighters	Fire Officers
FY2017	2.0%	0.5%	3.0%	4.0%	4.0%	4.5%	4.5%
FY2018	1.5%	3.0%	2.0%	3.0%	2.0%	3.0%	3.0%
FY2019	1.5%	3.0%	2.0%	3.0%	2.0%	3.0%	3.0%
FY2020	1.5%	3.0%	2.0%	3.0%	2.0%	3.0%	3.0%
FY2021	1.5%	3.0%	3.0%	3.0%	2.0%	3.0%	3.0%
End of Cont	1.5%	-	-	-	-	-	-
Average %	1.6%	2.5%	2.4%	3.2%	2.4%	3.3%	3.3%

**Blended Average of ALL Contracts 2.6%**

# THE BIG PICTURE

## Overall Effect

