

**Town of Auburn
Joint Personnel Board Meeting
Board of Selectmen, Library Trustees and Police Commissioners
November 28, 2017
6:00 PM
Town Hall**

() Call to Order

**() Consideration of Proposed Amendments to Town of Auburn
Personnel Policy**

- Section 1:12.22 – Call Firefighters (correctly defines members of the Auburn Fire Department)
- Section 6:1 – Holidays (clarification of holiday schedule for Griffin Free Public Library schedule)
- Section 9:1.1 – Health and Dental Insurance (allowance of elected officials to purchase medical insurance at no cost to the Town)
- Section 9:5 – Workers Compensation (clarification of call firefighters)
- Section 17:6 – Flaggers (provides definition, requirements and rate of pay for individuals hired for this work)

() Consideration of COLA / Step Increases for FY 2018 Budget

() Approval of Minutes – November 22, 2016

() Other Business

() Adjourn

Note: "Any person with a disability who wishes to attend this public meeting and needs to be provided reasonable accommodations in order to participate, please contact the Board of Selectmen's Secretary at (603) 483-5052 x100, so that arrangements can be made."

Proposed Amendments to Auburn Personnel Policy

Current Policy:

1:12.22 Volunteer Firefighters:

Volunteer members of the Auburn Fire Department are considered to be bona fide volunteers and, under the provisions of the federal Fair Labor Standards Act (FLSA), are exempt from minimum wage and overtime. As bona fide volunteers, these individuals are not considered to be employees of the Town of Auburn, and are not subject to the provisions of the Town of Auburn Personnel Policy.

Proposed Policy:

1:12.22 Call Firefighters:

Call firefighters means any member other than a full-time employee or the Fire Chief who receives payment for each emergency response with the Auburn Fire Department (RSA 154:1-d, II). Call firefighters are not subject to the provisions of the Town of Auburn Personnel Policy except Section 9.5 Workers Compensation. Call firefighters are subject to the provisions and processes detailed in the Standard Operating Guidelines / Policies of the Auburn Fire Department.

TITLE LII

ACTIONS, PROCESS, AND SERVICE OF PROCESS

CHAPTER 508

LIMITATION OF ACTIONS

Section 508:12-b

508:12-b Liability Limited; Fire Department, Emergency Service, and Rescue Squad Members. –

I. No person who is a volunteer, "part paid" or "call" member of a nonprofit fire department, emergency service or rescue squad operating in any political subdivision shall be held personally liable in any action to recover for personal injury or property damage arising out of any act performed or occurring in the furtherance of his official duties. Nothing in this section shall affect the liability of the political subdivision, department, service or squad served by such person. Nothing in this section shall affect the liability of such person for damages arising out of willful misconduct, gross negligence, or operation under the influence of drugs or alcohol.

II. In this section:

(a) "Call" member means any member other than a full-time paid employee who receives payment for each emergency response.

(b) "Official duties" mean emergency duties only.

(c) "Part paid" member means any member other than a full-time paid employee who receives an annual retainer or stipend of less than \$5,000 for his services as a member.

Source. 1990, 14:1, eff. May 12, 1990.

TITLE XII

PUBLIC SAFETY AND WELFARE

CHAPTER 154

FIREWARDS, FIREFIGHTERS, AND FIRE HAZARDS

Firewards, Fire Chiefs and Fire Departments; Organization, Powers and Duties

Section 154:1-d

154:1-d Fire Department Liability; Public Duty Rule; Status of Firefighters. –

I. Firefighting and other emergency service provided by a fire department shall not, in itself, be deemed to be the making of a promise, or the undertaking of a special duty, towards any person for such services, or any particular level of, or manner of providing, such services; nor shall the provision of, or failure to provide, such services be deemed to create a special relationship or duty towards any person, upon which an action in negligence or other tort might be founded. Specifically:

(a) The failure to respond to a fire or other emergency, or to undertake particular inspections or types of inspections, or to maintain any particular level of personnel, equipment or facilities, shall not be a breach of any duty to persons affected by any fire or other emergency.

(b) When a fire department does undertake to respond to a fire or other emergency, the failure to provide the same level or manner of service, or equivalent availability or allocation of resources as may or could be provided, shall not be a breach of any duty to persons affected by that fire or other emergency.

(c) A fire department shall not have or assume any duty towards any person to adopt, use, or avoid any particular strategy or tactic in responding to a fire or other emergency.

(d) A fire department, in undertaking fire prevention activities, including inspections, or in undertaking to respond to a fire or other emergency, shall not have voluntarily assumed any special duty with respect to any risks which were not created or caused by it, nor with respect to any risks which might have existed even in the absence of such activity or response, nor shall any person have a right to rely on any such assumption of duty.

(e) In this section, "fire department" means any fire department of the state or its political subdivisions, including municipal fire departments organized under RSA 154:1, as well as private firefighting units which have been certified by the state fire marshal under RSA 153:4-a. For the purposes of this section and in addition to any other protections afforded to state agencies under law, the division of fire services, department of safety, shall be deemed a "fire department."

II. Any firefighter, paid or volunteer, who is acting in an official capacity under the direction or supervision of the elected or appointed fire chief, or designee, of a municipal fire department organized in accordance with RSA 154:1, or who is participating in a fire department activity sanctioned by the local governing body or its designee, shall be an agent of the municipality, enjoying the same privileges and immunities as the municipality or employees of the municipality. Such privileges and immunities include, but are not limited to, indemnification for civil rights damages to the extent set forth in RSA 31:106, and indemnification for any other accidental damages to the extent set forth in RSA 31:105, if the municipality has adopted that section.

III. Decisions of a fire chief or the chief's subordinates concerning the allocation and assignment of firefighters and equipment, and the strategies and tactics used, shall be the exercise of a discretionary, policy function for which neither the officer nor a municipality shall be held liable in the absence of malice or bad faith, even when such decisions are made rapidly in response to the exigencies of an emergency.

IV. This section shall not be construed to affect the application of common law immunities, or of other statutes which may pertain to the liability of municipalities or firefighters, including, but not limited to RSA 507-B and RSA 508:17.

Source. 1993, 28:5, eff. Jan. 1, 1994.

Current Policy:

6:1 Holidays

The Griffin Free Public Library recognizes nine (9) paid holidays: New Year's Day, Independence Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, December 24th, Christmas Day and December 31st. The ninth holiday will be a floating holiday to be used with prior approval of the Library Director. In addition, the Library will close at 5:00 pm on the day before Thanksgiving. When Christmas and New Year's Day occur on days the Library is normally closed, the holidays will be observed on the Library's next normal business day.

Proposed Policy:

6:1 Holidays

The Griffin Free Public Library recognizes nine (9) paid holidays: New Year's Day, Independence Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, December 24th, Christmas Day and December 31st. The ninth holiday will be a floating holiday to be used with prior approval of the Library Director. In addition, the Library will close at 5:00 pm on the day before Thanksgiving. **When the holiday occurs on days the Library is normally closed, the holiday will be observed on one of the Library's normal business days as determined by the Board of Trustees.**

Bill Herman

From: Nancy MAYLAND <n.mayland@comcast.net>
Sent: Wednesday, November 15, 2017 5:56 PM
To: Bill Herman
Subject: Fwd: joint bd mtg - PS - sorry

Sorry, I hit send by mistake.

The minor change is to regarding holidays - Page 21 - the last line of the paragraph.

This is a result of the way that Christmas & New Years falls this year. Under the existing policy, we would be open Saturday the 23 and closed on the 26th & 27th. We felt it was best to be closed on the 23 and the 26th. The same for New Years. This change in wording will give us the flexibility to determine what is best for the community.

Thank you so much,

Nancy

Would like to change :

The Griffin Free Public Library recognizes nine (9) paid holidays: New Year's Day, Independence Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, December 24th, Christmas Day and December 31st. The ninth holiday will be a floating holiday to be used with prior approval of the Library Director. In addition, the Library will close at 5:00 pm on the day before Thanksgiving. When Christmas and New Year's Day occur on days the Library is normally closed, the holidays will be observed on the Library's next normal business day.

TO:

The Griffin Free Public Library recognizes nine (9) paid holidays: New Year's Day, Independence Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, December 24th, Christmas Day and December 31st. The ninth holiday will be a floating holiday to be used with prior approval of the Library Director. In addition, the Library will close at 5:00 pm on the day before Thanksgiving. When the holiday occurs on days the Library is normally closed, the holiday will be observed on one of the Library's normal business days as determined by the Board of Trustees.

Current Policy:

9:1.1 Health and Dental Insurance

Medical and Dental coverage is available to all full-time employees on a voluntary basis. Applications for such coverage will be accepted upon hire and will have a thirty (30) day wait period before insurance takes effect. (Carriers may only allow beginning of the month enrollment, which could extend the thirty (30) day wait to a longer period.) Full-time employees may elect insurance coverage or change insurance coverage during open enrollment or upon a qualifying event.

The Town of Auburn will cover will cover 90% of the premium for single plans, regardless of Point of Service (POS) or Health Maintenance Organization (HMO) coverage; 80% for two-person and family POS coverage and 85% for two-person and family HMO coverage.

Effective July 1, 2015, the Town of Auburn will cover 90% of the premium for single open access or consumer driven health plans; and 85% for two-person and family open access or consumer driven health plans.

The open access and consumer driven health plans became available to Auburn employees as of July 1, 2015. The plans are available to all employees only if the Town moved all covered employees from POS and HMO plans to this plan.

Part-time employees may enroll in the medical and dental plans at their own expense, but only through Town of Auburn payroll deduction.

Information concerning the medical and dental coverage plans will be available upon request. The elected Road Agent, due to the full-time nature of this position, will be eligible for medical and dental coverage under the same terms and conditions as other full-time employees if he/she chooses to have coverage.

Proposed Policy:

An addition to the Current Policy as follows:

Town of Auburn elected officials may enroll in the medical plan at their own expense. There shall be no cost to the Town of Auburn for this health insurance coverage. Elected officials opting to secure their health insurance coverage through the Town's group health insurance program shall complete an "Agreement for Health Insurance Coverage" acknowledging their financial responsibility for this coverage.

**TOWN OF AUBURN
ELECTED OFFICIALS
AGREEMENT FOR HEALTH INSURANCE COVERAGE**

To: Town of Auburn

FROM:

SUBJECT: Agreement for Health Insurance Coverage

DATE:

As an elected official of the Town of Auburn, I hereby apply for and agree to the following terms for the provision of health insurance coverage under the Town's group health insurance program.

I am eligible to secure health insurance coverage for my needs as an elected official of the Town of Auburn.

The Town of Auburn is allowing my enrollment in the Town's group health insurance program with the full cost of the coverage to be borne by myself. There shall be no cost to the Town of Auburn for my health insurance coverage.

I agree to pay the monthly health insurance premium amount for my coverage by the first of each month. I shall provide the appropriate payment to the Town of Auburn for this coverage.

There shall be no grace period for a missed payment. Participation in the Town's health insurance coverage by an elected official is a benefit that is not intended to cost the Town of Auburn any public funds.

Any missed payment for coverage will result in the individual being removed from coverage under the health insurance coverage. Should this occur, the individual would have the ability to secure COBRA coverage for up to 18 months through the insurance provider.

The Town of Auburn will provide no option for reinstatement to the group health insurance coverage for an elected official who has been removed from the program due to a non-payment issue.

I acknowledge I have read, understand and will abide by the terms of this Agreement for Health Insurance Coverage as an elected official of the Town of Auburn.

(Date)

(Signature of Elected Official)

Current Policy:

9:5 Workers Compensation

All employees and volunteer firefighters of the Town of Auburn are covered by Workers' Compensation insurance, which provides compensation and medical benefits for covered injuries or illnesses occurring during the scope of employment with the Town. All injuries must be promptly reported to the Department Head.

Proposed Policy:

9:5 Workers Compensation

All employees and **call** firefighters of the Town of Auburn are covered by Workers' Compensation insurance, which provides compensation and medical benefits for covered injuries or illnesses occurring during the scope of employment with the Town. All injuries must be promptly reported to the Department Head.

TITLE XXIII LABOR

CHAPTER 281-A WORKERS' COMPENSATION

Section 281-A:15

281-A:15 Computing Average Weekly Wages; After-Tax Earnings. –

I. Except as provided in paragraphs II and III of this section and of RSA 281-A:32 and subject to RSA 281-A:28, 281-A:28-a and RSA 281-A:31-a, but including those persons under RSA 281-A:15, II-a, an average weekly wage shall be computed by using the method in subparagraph (a) or (b), or (c) that yields the result more favorable to the injured employee:

(a) By dividing the gross earnings of the injured employee in the service of the same employer during the preceding 26 weeks by that number of weeks; or

(b) By dividing the gross earnings of the injured employee in the service of the same employer during a period exceeding 26 weeks but not exceeding 52 weeks by the appropriate number of weeks.

(c) If, however, by reason of the shortness of time during which the employee has been in the employment of the employer or because of the nature or term of the employment, it is inequitable to compute the average weekly wage using the method in subparagraph (a) or (b), regard may be had to the rate of pay designated in the injured employee's agreement of employment or to the gross earnings of persons in the same grade employed at the same work by the same employer or, if there are no persons so employed, by persons of the same grade employed in the same class of employment in the same locality.

II. Except as provided in paragraph III, the average weekly wage for any of the following injured while on duty shall be deemed to be the average weekly wage that entitles such employee to 100 percent of the state's average weekly wage as a maximum benefit:

(a) Any call firefighter or special police officer, volunteer or auxiliary member of a fire or police department or ambulance or rescue service of the state or any of its political subdivisions, whether paid or not paid.

(b) Any paid or not paid employee as defined by RSA 281-A:2, VII(a)(4) or (5).

(c) Any member of the general court injured in the performance of the duties as such a member.

(d) Any person who is not employed and who is acting as an agent to the department of health and human services or the department of safety as described in RSA 281-A:2, VII(a)(6).

II-a. Any person who is employed and who is on leave from such employment and who is acting as an agent to the department of health and human services or the department of safety as described in RSA 281-A:2, VII(a)(6) shall have his or her average weekly wage computed under paragraph I of this section.

III. Where the employee is employed as of the date of injury concurrently by 2 or more employers subject to this chapter and is disabled from any such employment, "average weekly wages" shall be computed on the basis of the weekly wages received by the employee from all such employers at the time of the injury. Notwithstanding paragraph II, if the computation of average weekly wage under this paragraph is more favorable to the injured employee, he shall be entitled to such amount. The employer in whose employment the employee was injured shall be liable in the first instance for payment of all benefits. Any additional compensation resulting from the increase in average weekly

wages due to the employee's concurrent employment shall be reimbursed by the special fund created under RSA 281-A:55. The employer in whose employment the employee was injured shall be liable for all payments under RSA 281-A:23 and 25.

IV. For the purposes of calculating benefits under this chapter, "after-tax earnings" means the gross earnings of the employee determined under this section, reduced by the amount which would have been paid under the Federal Insurance Contributions Act, 26 U.S.C. sections 3101-3126 and income tax withholding, calculated on an annual basis using as the number of exemptions the lowest number of exemptions actually claimed by the employee during the 26-week period immediately preceding the date of injury, without excess itemized deductions.

V. The average weekly wage for national guard members shall be computed in accordance with this section, except that national guard members who are unemployed when called to state duty shall be compensated based upon their national guard rate of pay calculated in accordance with RSA 110-B:37.

Source. 1988, 194:2. 1989, 294:2, 3. 1990, 254:11. 1994, 3:2, 3. 1995, 301:3. 2002, 18:1. 2003, 269:1. 2005, 191:2-4. 2007, 231:3, eff. Aug. 24, 2007.

Current Policy:

Does not exist.

Proposed Policy:

17:6 Flaggers

The Town of Auburn may employ individuals to serve as flaggers on various construction projects or for events throughout the Town. Individuals who are employed directly by the Town of Auburn, as opposed to through a third-party contractor, shall have been trained by an American Traffic Safety Services Association (ATSSA) or National Safety Council (NSC) certified instructor or equivalent and shall hold a valid certification as to training. The Town shall provide appropriate STOP/SLOW paddle and high visibility clothing per "Manual on Uniform Traffic Control Devices" (MUTCD) standards. Individuals engaged by the Town for this purpose shall be deemed to be a Temporary Employee under the Town of Auburn's Personnel Policy and shall be paid at the rate of \$20.00 per hour for the time they work in this manner.

Town of Auburn

Town Hall
47 Chester Road
P.O. Box 309
Auburn, NH 03032



Town Administrator

William G. Herman, CPM
Phone: (603) 483-5052 Ext. 111
Fax: (603) 483-0518
E-Mail:
townadmin@townofauburnnh.com

To: Joint Personnel Board

From: Bill Herman

Date: November 2, 2017

Re: Cost of Living Adjustment - 2018

In accordance with the provisions of the Town's Personnel Policy, I am providing the Boards with the cost of living indicators the policy indicates would be used to determine a potential Cost of Living Adjustment (COLA) for Town employee wages for the coming year.

The policy advises that we will average the COLA provided for Social Security and the Consumer Price Index for the Northeast as of October. The numbers we have gathered include the following:

Consumer Price Index (Northeast Region)	-	1.9%*
Social Security	-	2.0%

*Per Cent Change from September 2016 to September 2017

With the prescribed formula in the Personnel Policy, the resulting COLA would be 1.95%.

The final determination is the Joint Personnel Committee's to make, and we are providing you with the attached spreadsheets that document the actual financial impact of a potential COLA and/or potential step increases for personnel for FY 2018.

Also attached are an information sheet from the NH Department of Employment Security that details the Consumer Price Index figure, and a news release from the Social Security Administration that announces the 2018 Social Security increase.

Thank you for your consideration.

Attachments

2018 Payroll

Acct #	Description	Expended 2014	Expended 2015	Expended 2016	Budgeted 2017	Expended YTD 2017	Default 2018	% Chg Default/PY	2% STEP 1st year	2% STEP 2nd year	1st Year COLA 1.95%	2nd Year COLA	Step&COLA 1st Yr	Step&COLA 2nd Yr
01-4130-1-110-1	Finance Director (12/4)	55,935.36	58,101.52	59,592.31	61,015	51,583.29	62,256	2%	62,360	63,501	63,166	63,470	63,874	64,715
01-4130-1-110-2	Executive Assistant (6/3)	43,161.94	44,897.87	45,645.16	47,063	39,138.59	48,114	2%	48,675	49,076	48,817	49,052	49,450	50,014
01-4130-1-110-3	Town Administrator (10/11)	76,930.43	94,412.42	82,025.12	83,807	70,774.93	85,295	2%	85,650	87,001	86,542	86,958	86,898	88,664
01-4130-1-110-4	Land Use Coordinator (6/21)	-	-	44,509.61	47,769	38,163.74	47,174	-1%	47,607	48,118	47,864	48,094	48,297	49,038
01-4130-1-120-0	Board of Selectmen Secretary	-	-	-	-	-	-	0%	-	-	-	-	-	-
01-4130-1-120-1	Highway Safety Secretary	344.91	241.06	107.46	427	8.11	300	-30%	300	300	300	300	300	300
01-4130-1-120-2	Assessing Coordinator	29,337.66	606.74	-	1	-	1	0%	1	1	1	1	1	1
01-4130-1-130-1	Selectman Chair Stipend	3,026.62	3,069.39	3,080.40	3,284	2,322.62	3,284	0%	3,328	3,350	3,332	3,348	3,381	3,414
01-4130-1-130-2	Selectman Seat Two Stipend	2,764.65	2,803.71	2,813.76	2,999	2,121.58	2,999	0%	3,039	3,059	3,043	3,057	3,088	3,117
01-4130-1-130-3	Selectman Seat Three Stipend	2,764.65	2,803.71	2,813.76	2,999	2,121.58	2,999	0%	3,039	3,059	3,043	3,057	3,088	3,117
01-4130-1-130-4	Trustee of Trust Funds Stipend	292.85	275.98	275.98	292	-	292	-	296	298	313	298	301	304
01-4130-1-130-5	Trustee of Cemeteries Stipend	-	600.00	600.00	622	-	622	-	631	634	631	634	640	647
Executive Department Total		214,559.07	207,812.40	241,463.56	250,277	206,234.44	253,336	1%	254,926	258,396	257,053	258,270	259,317	263,331
01-4140-1-120-1	Deputy Town Clerk (11/9)	5,439.35	5,721.57	8,293.85	13,190	7,604.59	13,587	3%	13,632	13,858	13,785	13,852	13,843	14,123
01-4140-1-120-2	Town Clerk/Tax Collector Assist	2,964.83	4,659.13	4,112.53	1	-	1	0%	1	1	1	1	1	1
01-4140-1-130-1	Town Clerk Salary (5/31)	48,270.47	50,994.06	53,362.45	54,636	45,676.04	54,117	-1%	54,749	55,200	54,909	55,173	55,566	56,255
01-4140-1-165-5	Checklist Supervisors	2,560.00	640.00	5,187.25	1,400	1,231.75	3,200	129%	3,200	3,200	3,200	3,200	3,200	3,200
Election, Regis & Vital Stats		59,234.65	62,014.76	70,956.08	69,228	54,512.38	70,905	2%	71,582	72,259	71,895	72,225	72,610	73,579
01-4150-1-120-1	Deputy Tax Collector (11/9)	10,726.82	12,731.46	7,525.65	6,550	5,673.05	8,492	30%	8,520	8,662	8,616	8,657	8,637	8,827
01-4150-1-120-2	Deputy Treasurer Stipend	306.61	311.06	311.06	330	-	330	0%	335	337	335	336	340	1
01-4150-1-120-3	Budget Committee Secretary	498.48	137.80	-	1,712	1,000.00	1,712	0%	1,712	1,746	1,737	1,745	1,763	1,780
01-4150-1-130-1	Tax Collector Salary (8/6)	34,487.94	35,426.11	39,686.91	41,508	34,815.09	41,249	-1%	41,799	42,074	41,853	42,054	42,450	42,879
01-4150-1-130-2	Treasurer Stipend	2,319.93	2,352.69	2,361.12	2,567	2,087.72	2,567	0%	2,606	2,618	2,605	2,617	2,643	2,668
Financial Administration Total		48,339.78	50,959.12	49,884.74	52,667	43,575.86	54,350	3%	54,972	55,437	55,145	55,410	55,833	56,155
01-4155-2-220-1	General SS	26,086.84	26,605.47	27,114.96	30,182	22,319.70	30,203	0%	30,466	30,800	30,641	30,785	30,903	31,381
01-4155-2-221-1	Medicare	6,099.33	6,227.52	6,065.36	7,059	5,223.07	7,064	0%	7,125	7,203	7,166	7,200	7,227	7,339
01-4155-2-230-1	Retirement Group I	38,328.84	43,568.99	40,360.95	39,674	33,050.99	40,172	1%	40,473	40,975	40,759	40,955	41,060	41,759
Personnel Administration Total		70,515.01	76,401.98	73,541.27	76,914	60,593.76	77,439	1%	78,064	78,978	78,566	78,940	79,190	80,479
01-4191-1-120-1	Planning & Zoning Secretary	31,706.85	44,673.26	-	1	-	1	0%	1	1	1	1	1	1
01-4191-1-120-4	Zoning Board Secretary Salary	-	-	-	-	-	-	0%	-	-	-	-	-	-
Planning & Zoning Total		31,706.85	44,673.26	-	1	-	1	0%	1	1	1	1	1	1
01-4194-1-120-1	Janitorial Salary	13,155.50	13,201.39	11,197.67	18,626	9,211.85	14,377	-23%	14,411	14,420	14,409	14,419	14,443	14,463
Government Buildings & Maint		13,155.50	13,201.39	11,197.67	18,626	9,211.85	14,377	-23%	14,411	14,420	14,409	14,419	14,443	14,463
01-4195-1-120-0	Cemetery Secretary/Admn	-	-	163.49	511	-	250	-51%	250	250	250	250	250	250
01-4195-1-120-1	Cemetery Salary/Wage	-	-	2,680.00	613	1,185.61	600	-2%	600	600	600	600	600	600
Cemeteries Total		-	-	2,843.49	1,123	1,185.61	850	-24%	850	850	850	850	850	850
01-4199-1-120-1	Village Crier Editor (11/9)	1,781.55	1,848.08	1,596.59	1,925	1,008.92	1,698	-12%	1,704	1,732	1,723	1,731	1,729	1,765
General Government Total		1,781.55	1,848.08	1,596.59	1,925	1,008.92	1,698	-12%	1,704	1,732	1,723	1,731	1,729	1,765
01-4210-1-110-1	Police Chief Salary (9/1)	80,454.94	82,317.69	83,671.65	86,095	70,912.42	84,018	-2%	84,578	85,698	85,246	85,656	85,807	87,336
01-4210-1-110-2	Full Time Officers Wages (5)	136,823.24	177,893.83	219,438.08	226,584	191,299.63	262,512	16%	262,512	262,512	262,512	262,512	262,512	262,512
01-4210-1-110-3	Records Manager (7/15)	43,234.24	35,977.78	36,225.39	41,295	33,802.47	42,808	4%	43,200	43,664	43,434	43,642	42,256	44,499
01-4210-1-110-4	Office Manager Wage (6/15)	45,521.70	46,061.48	47,034.62	50,588	40,952.26	49,948	-1%	50,489	50,947	50,679	50,922	51,220	51,921
01-4210-1-110-5	Police Lieutenant Wage (12/14)	70,148.25	70,484.18	78,083.94	78,053	65,441.36	78,153	0%	78,218	79,716	79,296	79,677	79,447	81,240
01-4210-1-110-6	Police Sergeant Wages (1) (2/10)	80,017.49	64,395.60	72,448.74	70,615	38,957.91	62,691	-11%	62,691	62,691	62,691	62,691	62,691	62,691
01-4210-1-110-7	Police Det. Sergeants(1) (12/22)	64,656.45	67,563.02	35,382.05	78,231	62,769.60	75,674	-3%	75,674	75,674	75,674	75,674	75,674	75,674
01-4210-1-120-1	Part Time Officers Wages (7)	145,515.74	136,363.21	111,040.28	111,556	61,904.58	85,529	-23%	85,529	85,529	85,529	85,529	85,529	85,529
01-4210-2-220-1	Police SS	14,041.65	7,986.06	9,805.30	10,902	7,593.00	10,147	-7%	10,215	10,284	10,247	10,281	10,208	10,418
01-4210-2-221-1	Police Medicare	8,683.10	9,070.09	9,180.28	10,774	7,488.91	11,005	2%	11,030	11,084	11,062	11,082	11,064	11,161
01-4210-2-235-1	Police Retirement	119,251.78	130,834.22	139,641.03	160,961	128,934.33	176,261	10%	176,551	177,426	177,113	177,397	177,250	178,563
Police Department Total		808,348.58	828,947.16	841,951.36	925,655	710,056.47	938,745	1%	940,687	945,225	943,484	945,063	943,658	951,543

		2018 Payroll												
Acct #	Description	Expended 2014	Expended 2015	Expended 2016	Budgeted 2017	Expended YTD 2017	Default 2018	% Chg Default/PY	2% STEP 1st year	2% STEP 2nd year	1st Year COLA 1.95%	2nd Year COLA	Step&COLA 1st Yr	Step&COLA 2nd Yr
01-4220-1-110-0	Fire Full Time Salaries	103,497.36	107,402.06	117,398.20	121,709	100,305.97	122,893							
01-4220-1-160-1	Fire Personnel Stipend	47,472.30	45,616.19	57,587.38	68,072	31,029.41	68,072	1%	124,495	125,351	124,690	125,290	125,238	127,747
01-4220-2-220-1	Fire SS	3,680.31	3,019.24	1,977.68	4,220	777.64	2,670	0%	50,072	50,072	50,072	50,072	50,072	50,072
01-4220-2-221-0	Fire Medicare	1,455.55	1,448.49	1,752.47	2,759	1,472.98	2,670	-37%	1,554	1,554	1,554	1,554	1,554	1,554
01-4220-2-235-0	Fire Retirement (Group II)	26,756.14	28,390.91	29,628.61	37,317	27,728.05	2,777	1%	2,531	2,544	2,534	2,543	2,542	2,578
	Fire Department Total	182,861.66	185,876.89	208,344.34	234,078	161,314.05	39,357	5%	39,701	39,974	39,764	39,955	39,938	40,739
							235,769	1%	218,354	219,496	218,615	219,414	219,345	222,691
01-4240-1-110-1	Building Inspector Salary (6/5)	51,069.52	54,329.71	53,531.58	55,457	45,845.62	56,048	1%	56,608	57,169	56,867	57,141	57,564	58,262
01-4240-1-120-1	Assist Building Inspector Salary	-	-	-	-	-	-	0%	-	-	-	-	-	-
	Building Inspection Total	51,069.52	54,329.71	53,531.58	55,457	45,845.62	56,048	0%	-	-	-	-	-	-
								1%	56,608	57,169	56,867	57,141	57,564	58,262
01-4312-1-130-1	Highway Road Agent Stipend	1,857.39	1,883.61	1,890.36	2,004	1,584.12	2,004	0%	2,034	2,044	2,033	2,043	2,063	2,083
	Highway & Streets Total	1,857.39	1,883.61	1,890.36	2,004	1,584.12	2,004	0%	2,034	2,044	2,033	2,043	2,063	2,083
					2,004	1,584.12	2,004	0%	2,034	2,044	2,033	2,043	2,063	2,083
01-4411-1-120-1	Health Officer Stipend	1,461.96	1,472.56	1,483.16	1,624	812.00	1,624	0%	1,648	1,656	1,648	1,656	1,672	1,688
01-4411-1-120-2	Deputy Health Officer Stipend	597.70	602.03	474.68	522	261.00	522	0%	530	532	530	532	537	543
	Health Administration Total	2,059.66	2,074.59	1,957.84	2,147	1,073.00	2,146	0%	2,178	2,189	2,177	2,188	2,210	2,231
								0%	2,178	2,189	2,177	2,188	2,210	2,231
01-4414-1-120-1	Animal Control Salary (7/15)	16,142.12	16,626.74	17,013.82	17,390	14,666.71	17,612	1%	17,774	17,965	17,870	17,956	17,880	18,308
	Animal & Pest Control Total	16,142.12	16,626.74	17,013.82	17,390	14,666.71	17,612	1%	17,774	17,965	17,870	17,956	17,880	18,308
								1%	17,774	17,965	17,870	17,956	17,880	18,308
01-4442-1-120-1	Welfare Officer Stipend (6/3)	2,015.24	1,892.03	1,925.34	1,969	1,650.27	1,969	0%	1,992	2,008	1,998	2,007	2,021	2,047
	Direct Assistance Total	2,015.24	1,892.03	1,925.34	1,969	1,650.27	1,969	0%	1,992	2,008	1,998	2,007	2,021	2,047
								0%	1,992	2,008	1,998	2,007	2,021	2,047
01-4520-1-120-1	Recreation Secretary Salary (2/1:	10,329.58	10,876.09	3,627.77	17,318	9,662.30	14,436	-17%	14,688	14,724	14,647	14,717	14,911	15,006
01-4520-1-120-2	Recreation Maintenance	15,438.25	17,852.16	25,802.07	25,770	19,074.51	26,957	5%	27,384	27,496	27,351	27,482	27,785	28,022
	Parks & Recreation Total	25,767.83	28,728.25	29,429.84	43,088	28,736.81	41,393	-4%	42,072	42,220	41,998	42,200	42,696	43,028
								-4%	42,072	42,220	41,998	42,200	42,696	43,028
01-4550-1-110-1	Librarian Salaries (12/8)	51,169.18	42,749.33	49,796.46	51,861	43,788.80	52,919	2%	53,007	53,977	53,693	53,951	49,646	55,009
01-4550-1-120-1	Library Assistant Salaries	32,846.00	36,155.69	34,188.99	43,945	30,653.58	45,259	3%	45,913	46,164	45,921	46,142	46,589	47,047
01-4550-1-120-2	Library Technical Assist (9/14)	10,676.61	10,026.73	7,940.70	8,504	7,401.75	8,676	2%	8,727	8,849	8,803	8,845	10,218	9,019
01-4550-2-220-1	Library SS	5,514.43	5,215.90	5,426.05	6,467	4,826.54	6,625	2%	6,674	6,757	6,722	6,754	6,600	6,887
01-4550-2-221-1	Library Medicare	1,289.70	1,220.66	1,269.62	1,513	1,128.82	1,549	2%	1,561	1,580	1,572	1,580	1,544	1,611
01-4550-2-230-1	Library Retirement	5,557.06	4,681.20	5,562.25	5,850	38,404.00	6,022	3%	6,032	6,143	6,110	6,140	5,650	6,260
	Library Total	107,052.98	100,049.51	104,184.07	118,140	126,203.49	121,051	2%	121,915	123,472	122,821	123,411	120,246	125,832
								2%	121,915	123,472	122,821	123,411	120,246	125,832
01-4611-1-120-1	Conservation Secretary Salary	1,003.15	656.21	396.95	816	308.40	400	-51%	400	400	400	400	400	400
	Conservation Administration	1,003.15	656.21	396.95	816	308.40	400	-51%	400	400	400	400	400	400
								-51%	400	400	400	400	400	400
	Grand Total:	1,637,470.54	1,677,975.69	1,712,108.90	1,871,505	1,467,761.76	1,890,092	0.01	1,880,523	1,894,262	1,887,905	1,893,669	1,892,057	1,917,047
	Add Union & 1 Add'l Police Office	-	-	-	-	-	-		45,619	81,371	50,004	81,061	54,320	94,474
		1,637,470.54	1,677,975.69	1,712,108.90	1,871,504.64	1,467,761.76	1,890,092.33		1,926,141	1,975,632	1,937,908	1,974,730	1,946,377	2,011,521

Press Releases

Friday, October 13, 2017
For Immediate Release



Mark Hinkle, Acting Press Officer
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News Release

SOCIAL SECURITY

Social Security Announces 2.0 Percent Benefit Increase for 2018

Monthly Social Security and Supplemental Security Income (SSI) benefits for more than 66 million Americans will increase 2.0 percent in 2018, the Social Security Administration announced today.

The 2.0 percent cost-of-living adjustment (COLA) will begin with benefits payable to more than 61 million Social Security beneficiaries in January 2018. Increased payments to more than 8 million SSI beneficiaries will begin on December 29, 2017. (Note: some people receive both Social Security and SSI benefits) The Social Security Act ties the annual COLA to the increase in the Consumer Price Index as determined by the Department of Labor's Bureau of Labor Statistics.

Some other adjustments that take effect in January of each year are based on the increase in average wages. Based on that increase, the maximum amount of earnings subject to the Social Security tax (taxable maximum) will increase to \$128,700 from \$127,200. Of the estimated 175 million workers who will pay Social Security taxes in 2018, about 12 million will pay more because of the increase in the taxable maximum.

Information about Medicare changes for 2018, when announced, will be available at www.medicare.gov.

The Social Security Act provides for how the COLA is calculated. To read more, please visit www.socialsecurity.gov/cola.

NOTE TO CORRESPONDENTS: Attached is a fact sheet showing the effect of the various automatic adjustments.

Northeast Urban Region CPI-U

Not Seasonally Adjusted

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
1990	132.9	133.1	134.1	134.5	134.7	134.9	136.0	137.4	138.6	139.4	139.7	139.7	136.3
OTY change	6.0%	5.8%	5.8%	5.6%	5.0%	5.0%	5.4%	6.4%	6.6%	6.7%	6.6%	6.4%	6.0%
OTM change	1.2%	0.2%	0.8%	0.3%	0.1%	0.1%	0.8%	1.0%	0.9%	0.6%	0.2%	0.0%	
1991	140.9	141.2	141.4	141.6	141.7	142.1	142.4	142.9	143.6	143.7	144.3	144.6	142.5
OTY change	6.0%	6.1%	5.4%	5.3%	5.2%	5.3%	4.7%	4.0%	3.6%	3.1%	3.3%	3.5%	4.5%
OTM change	0.9%	0.2%	0.1%	0.1%	0.1%	0.3%	0.2%	0.4%	0.5%	0.1%	0.4%	0.2%	
1992	144.9	145.3	146.2	146.3	146.3	147.0	147.5	148.2	148.5	148.9	149.0	148.9	147.3
OTY change	2.8%	2.9%	3.4%	3.3%	3.2%	3.4%	3.6%	3.7%	3.4%	3.6%	3.3%	3.0%	3.4%
OTM change	0.2%	0.3%	0.6%	0.1%	0.0%	0.5%	0.3%	0.5%	0.2%	0.3%	0.1%	-0.1%	
1993	149.7	150.4	150.9	151.1	150.8	151.2	151.4	151.7	151.8	152.5	152.7	152.7	151.4
OTY change	3.3%	3.5%	3.2%	3.3%	3.1%	2.9%	2.6%	2.4%	2.2%	2.4%	2.5%	2.6%	2.8%
OTM change	0.5%	0.5%	0.3%	0.1%	-0.2%	0.3%	0.1%	0.2%	0.1%	0.5%	0.1%	0.0%	
1994	153.2	154.0	154.3	154.4	154.2	154.8	155.2	155.9	156.1	156.4	156.7	156.3	155.1
OTY change	2.3%	2.4%	2.3%	2.2%	2.3%	2.4%	2.5%	2.8%	2.8%	2.6%	2.6%	2.4%	2.4%
OTM change	0.3%	0.5%	0.2%	0.1%	-0.1%	0.4%	0.3%	0.5%	0.1%	0.2%	0.2%	-0.3%	
1995	157.1	157.6	158.0	158.3	158.5	158.9	159.2	159.7	160.0	160.3	160.5	160.5	159.1
OTY change	2.5%	2.3%	2.4%	2.5%	2.8%	2.6%	2.6%	2.4%	2.5%	2.5%	2.4%	2.7%	2.6%
OTM change	0.5%	0.3%	0.3%	0.2%	0.1%	0.3%	0.2%	0.3%	0.2%	0.2%	0.1%	0.0%	
1996	161.4	162.2	162.8	162.9	163.0	163.1	163.4	164.0	164.6	165.1	165.4	165.7	163.6
OTY change	2.7%	2.9%	3.0%	2.9%	2.8%	2.6%	2.6%	2.7%	2.9%	3.0%	3.1%	3.2%	2.8%
OTM change	0.6%	0.5%	0.4%	0.1%	0.1%	0.1%	0.2%	0.4%	0.4%	0.3%	0.2%	0.2%	
1997	166.2	166.9	167.3	167.1	166.8	167.0	167.6	167.8	168.4	168.7	168.5	168.4	167.6
OTY change	3.0%	2.9%	2.8%	2.6%	2.3%	2.4%	2.6%	2.3%	2.3%	2.2%	1.9%	1.6%	2.4%
OTM change	0.3%	0.4%	0.2%	-0.1%	-0.2%	0.1%	0.4%	0.1%	0.4%	0.2%	-0.1%	-0.1%	
1998	168.8	169.1	169.3	169.5	169.4	169.6	169.9	170.5	170.6	171.3	171.2	171.2	170.0
OTY change	1.6%	1.3%	1.2%	1.4%	1.6%	1.6%	1.4%	1.6%	1.3%	1.5%	1.6%	1.7%	1.4%
OTM change	0.2%	0.2%	0.1%	0.1%	-0.1%	0.1%	0.2%	0.4%	0.1%	0.4%	-0.1%	0.0%	
1999	171.4	171.6	171.9	172.8	172.8	173.1	173.4	174.1	174.8	175.5	175.5	175.5	173.5
OTY change	1.5%	1.5%	1.5%	1.9%	2.0%	2.1%	2.1%	2.1%	2.5%	2.5%	2.5%	2.5%	2.1%
OTM change	0.1%	0.1%	0.2%	0.5%	0.0%	0.2%	0.2%	0.4%	0.4%	0.4%	0.0%	0.0%	
2000	176.2	177.6	178.5	178.5	178.4	179.0	179.8	179.9	180.7	181.2	181.5	181.3	179.4
OTY change	2.8%	3.5%	3.8%	3.3%	3.2%	3.4%	3.7%	3.3%	3.4%	3.2%	3.4%	3.3%	3.4%
OTM change	0.4%	0.8%	0.5%	0.0%	-0.1%	0.3%	0.4%	0.1%	0.4%	0.3%	0.2%	-0.1%	
2001	182.2	182.8	183.7	184.2	184.6	185.3	185.0	185.1	185.1	185.0	185.0	184.2	184.4
OTY change	3.4%	2.9%	2.9%	3.2%	3.5%	3.5%	2.9%	2.9%	2.4%	2.1%	1.9%	1.6%	2.8%
OTM change	0.5%	0.3%	0.5%	0.3%	0.2%	0.4%	-0.2%	0.1%	0.0%	-0.1%	0.0%	-0.4%	
2002	184.9	186.1	187.0	187.8	187.7	187.8	188.3	189.3	189.5	189.9	190.1	189.6	188.2
OTY change	1.5%	1.8%	1.8%	2.0%	1.7%	1.3%	1.8%	2.3%	2.4%	2.6%	2.8%	2.9%	2.1%
OTM change	0.4%	0.6%	0.5%	0.4%	-0.1%	0.1%	0.3%	0.5%	0.1%	0.2%	0.1%	-0.3%	
2003	190.5	191.7	193.0	192.6	192.7	192.8	193.5	194.3	195.0	195.4	195.1	194.9	193.5
OTY change	3.0%	3.0%	3.2%	2.6%	2.7%	2.7%	2.8%	2.6%	2.9%	2.9%	2.6%	2.8%	2.8%
OTM change	0.5%	0.6%	0.7%	-0.2%	0.1%	0.1%	0.4%	0.4%	0.4%	0.2%	-0.2%	-0.1%	
2004	195.9	196.8	198.6	199.4	199.9	201.1	201.0	201.0	201.2	202.5	202.6	201.9	200.2
OTY change	2.8%	2.7%	2.9%	3.5%	3.7%	4.3%	3.9%	3.4%	3.2%	3.6%	3.8%	3.6%	3.5%
OTM change	0.5%	0.5%	0.9%	0.4%	0.3%	0.6%	0.0%	0.0%	0.1%	0.6%	0.0%	-0.3%	
2005	202.6	203.6	206.0	206.9	206.2	206.2	207.9	208.7	210.8	211.5	210.0	209.0	207.5
OTY change	3.4%	3.5%	3.7%	3.8%	3.2%	2.5%	3.4%	3.8%	4.8%	4.4%	3.7%	3.5%	3.6%
OTM change	0.3%	0.5%	1.2%	0.4%	-0.3%	0.0%	0.8%	0.4%	1.0%	0.3%	-0.7%	-0.5%	
2006	211.0	211.6	212.8	214.7	215.7	216.7	217.5	218.1	216.3	215.2	214.8	215.2	215.0
OTY change	4.1%	3.9%	3.3%	3.8%	4.6%	5.1%	4.6%	4.5%	2.6%	1.7%	2.3%	3.0%	3.6%
OTM change	1.0%	0.3%	0.6%	0.9%	0.5%	0.5%	0.4%	0.3%	-0.8%	-0.5%	-0.2%	0.2%	
2007	215.813	216.651	218.334	219.501	220.591	221.579	221.945	221.559	221.436	221.951	223.356	223.425	220.512
OTY change	2.3%	2.4%	2.6%	2.2%	2.3%	2.3%	2.0%	1.6%	2.4%	3.1%	4.0%	3.8%	2.6%
OTM change	0.3%	0.4%	0.8%	0.5%	0.5%	0.4%	0.2%	-0.2%	-0.1%	0.2%	0.6%	0.0%	
2008	224.325	225.213	226.926	228.133	230.089	232.649	234.545	233.788	232.841	230.837	227.236	225.091	229.306
OTY change	3.9%	4.0%	3.9%	3.9%	4.3%	5.0%	5.7%	5.5%	5.2%	4.0%	1.7%	0.7%	4.0%
OTM change	0.4%	0.4%	0.8%	0.5%	0.9%	1.1%	0.8%	-0.3%	-0.4%	-0.9%	-1.6%	-0.9%	
2009	225.436	226.754	227.309	227.840	228.136	229.930	230.154	230.883	231.200	231.304	231.708	231.462	229.343
OTY change	0.5%	0.7%	0.2%	-0.1%	-0.8%	-1.2%	-1.9%	-1.2%	-0.7%	0.2%	2.0%	2.8%	0.0%
OTM change	0.2%	0.6%	0.2%	0.2%	0.1%	0.8%	0.1%	0.3%	0.1%	0.0%	0.2%	-0.1%	

Northeast Urban Region CPI-U

Not Seasonally Adjusted

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2010	232.294	232.382	233.188	233.615	234.130	233.834	233.885	234.150	234.027	234.671	235.094	235.141	233.868
OTY change	3.0%	2.5%	2.6%	2.5%	2.6%	1.7%	1.6%	1.4%	1.2%	1.5%	1.5%	1.6%	2.0%
OTM change	0.4%	0.0%	0.3%	0.2%	0.2%	-0.1%	0.0%	0.1%	-0.1%	0.3%	0.2%	0.0%	
2011	235.969	237.110	239.074	240.267	241.566	241.690	242.282	243.033	243.323	243.014	242.652	241.987	240.997
OTY change	1.6%	2.0%	2.5%	2.8%	3.2%	3.4%	3.6%	3.8%	4.0%	3.6%	3.2%	2.9%	3.0%
OTM change	0.4%	0.5%	0.8%	0.5%	0.5%	0.1%	0.2%	0.3%	0.1%	-0.1%	-0.1%	-0.3%	
2012	242.897	243.850	245.125	245.850	245.709	245.201	244.984	246.252	247.409	247.564	247.097	246.456	245.698
OTY change	2.9%	2.8%	2.5%	2.3%	1.7%	1.5%	1.1%	1.3%	1.7%	1.9%	1.8%	1.8%	2.0%
OTM change	0.4%	0.4%	0.5%	0.3%	-0.1%	-0.2%	-0.1%	0.5%	0.5%	0.1%	-0.2%	-0.3%	
2013	247.277	248.665	248.719	248.464	248.584	248.851	249.411	249.858	250.231	249.320	249.503	249.567	249.038
OTY change	1.8%	2.0%	1.5%	1.1%	1.2%	1.5%	1.8%	1.5%	1.1%	0.7%	1.0%	1.3%	1.4%
OTM change	0.3%	0.6%	0.0%	-0.1%	0.0%	0.1%	0.2%	0.2%	0.1%	-0.4%	0.1%	0.0%	
2014	251.045	251.233	252.413	252.506	253.598	253.555	253.833	253.185	253.154	252.730	251.781	250.519	252.463
OTY change	1.5%	1.0%	1.5%	1.6%	2.0%	1.9%	1.8%	1.3%	1.2%	1.4%	0.9%	0.4%	1.4%
OTM change	0.6%	0.1%	0.5%	0.0%	0.4%	0.0%	0.1%	-0.3%	0.0%	-0.2%	-0.4%	-0.5%	
2015	250.016	250.619	251.451	251.760	252.700	253.626	253.405	252.903	252.922	252.504	252.573	251.670	252.179
OTY change	-0.4%	-0.2%	-0.4%	-0.3%	-0.3%	0.0%	-0.2%	-0.1%	-0.1%	-0.1%	0.3%	0.5%	-0.1%
OTM change	-0.2%	0.2%	0.3%	0.1%	0.4%	0.4%	-0.1%	-0.2%	0.0%	-0.2%	0.0%	-0.4%	
2016	251.739	252.250	252.854	254.270	255.023	255.471	255.386	255.545	256.085	256.605	256.541	256.427	254.850
OTY change	0.7%	0.7%	0.6%	1.0%	0.9%	0.7%	0.8%	1.0%	1.3%	1.6%	1.6%	1.9%	1.1%
OTM change	0.0%	0.2%	0.2%	0.6%	0.3%	0.2%	0.0%	0.1%	0.2%	0.2%	0.0%	0.0%	
2017	258.073	258.768	258.510	259.165	259.386	259.335	258.833	259.508	260.875				
OTY change	2.5%	2.6%	2.2%	1.9%	1.7%	1.5%	1.3%	1.6%	1.9%				
OTM change	0.6%	0.3%	-0.1%	0.3%	0.1%	0.0%	-0.2%	0.3%	0.5%				

Data produced by U.S. Bureau of Labor Statistics <www.bls.gov/cpi/home.htm>

Effective with the January 2007 release, index levels are published to three decimal places. Percent changes based on these three-decimal place indexes will continue to be published to one decimal place. Previously published indexes will not be revised.