

**EXECUTIVE SESSION**  
**Needham Finance Committee**  
**Minutes of Meeting of March 26, 2014**

The Executive Session was called to order by the Chair, Richard Lunetta, after a unanimous roll call vote by the Committee during an open meeting to go into Executive Session under the Open Meeting Law Exception 3 at approximately 8:00 pm in the Great Plain Room at the Town Hall.

Present from the Finance Committee:

Richard Lunetta, Chair; John Connelly, Vice Chair

Members: Louise Miller, Richard Reilly, Lisa Zappala

Also Present:

Kate Fitzpatrick, Town Manager

David Davison, Assistant Town Manager/Director of Finance

**Collective Bargaining Discussion**

Ms. Fitzpatrick stated that a tentative agreement has been reached with NIPEA. She stated that the cost of the three-year agreement, including steps and longevity in 3.8% per year, which is front-loaded into FY15. She stated that the COLAs are as follows: 2.5% in FY15, 1% on July 1 of FY16 and another 1% on January 1 of FY16, and 2.5% in FY17. She stated that there is also a change to the wage package so that all employees in the unit will receive hazard pay. This will affect 1/3 of the people or approximately 20 employees. So 2/3 of the unit will receive no change in pay, but 1/3 will receive a 2.5% increase to bring their wages to the same level of other employees in the unit. She stated that the clothing allowance and payment for boots, \$550, will be included in the base pay. She stated that there had been a \$10 meal allowance, and the union was seeking an increase because they could not get a meal for \$10 in town. Instead of meal reimbursement, there will be an additional \$200 put into the base pay, which reflects the three-year average of meal pay. She stated that there are two RTS-specific proposals. One is to provide a \$500 stipend for snow dump operators. The second is to provide a buyback of one week of vacation that RTS employees cannot take because of the schedule. She stated that this will allow the Town to buy down vacation liability. She stated that in return, the Town will eliminate mandatory overtime for new hires. The one hour per day of mandatory overtime for existing employees will also be phased out. They will receive no less than 4 hours per week under the new contract, but none after that. She stated that the Town has the objective of staggering shifts. She stated that there will be the opportunity for some overtime work on Mondays when the RTS is not open. Ms. Miller asked if this meant a change in the current 9 hour shifts for RTS workers. Ms. Fitzpatrick stated that one day per week, they have the right to work for 8 hours instead of 9, for the three-year contract. She stated that they will lose 52 hours of overtime per year. Ms. Fitzpatrick stated that this is part of the proposed sustainability model. She stated that the Town does not want to cut the time if not necessary, but the Town wants the flexibility to do it. Mr. Lunetta asked if there were items that the Town wanted and did not get. Ms. Fitzpatrick stated that there were some things, but this was the bedrock of what the Town was seeking. Mr. Davison stated that there were some additional management rights that were achieved. Ms. Fitzpatrick stated that the union has agreed to allow electronic time-keeping, and mandatory direct deposit for all. She stated that the number of hours

that someone must work out of grade before receiving a pay differential has changed. Mr. Davison stated that the impact of the proposal is \$0.36 per hour increase of base pay. Mr. Lunetta asked if there was a sense of what will happen with overtime in the next contract. Ms. Fitzpatrick stated that the Town is looking at the model of the RTS and trying to figure out what is next. She stated that the Town is pulling out overtime where possible, for the best use of overtime. The goal is not find a threshold or to get rid of overtime altogether. Mr. Lunetta asked what the union wanted and did not get. Ms. Fitzpatrick stated that they wanted the day after Thanksgiving off, longevity pay, summer hours, and an increase in hazard pay.

MOVED: By Mr. Connelly that the Finance Committee exit the Executive Session and return to Open Session at approximately 8:10 p.m. Ms. Zappala seconded the motion.

The motion was approved unanimously with the following roll-call vote: Ms. Miller: Yes; Ms. Zappala: Yes; Mr. Connelly: Yes; Mr. Reilly: Yes; Mr. Lunetta: Yes.

Respectfully submitted,

Louise Mizgerd  
Executive Secretary/Financial Analyst

*Approved September 9, 2015*