

**EXECUTIVE SESSION**  
**Needham Finance Committee**  
**Minutes of Meeting of September 3, 2014**

The Executive Session was called to order by the Chair, John Connelly, 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 8:55 pm in the Great Plain Room at the Town Hall.

Present from the Finance Committee:

John Connelly, Chair; Louise Miller, Vice Chair

Members: Richard Creem, James Flinton, Richard Reilly, Lisa Zappala, Richard Zimbone

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 ITWA, the Independent Town Workers Association. The bargaining unit, which covers 48 employees, has not yet voted. She stated that the salary increases are a result of a 2012 study to determine whether salaries in town were commensurate with salaries in comparable communities. The studies covered about 100 administrative and professional/technical positions, some of which were in this bargaining unit, and some of which were not. A draft of the study shows that the salaries were significantly lower than other towns. After further review, she determined that some communities that had been claiming to be giving 0% cost of living adjustments in recent years were actually giving increases in other ways. She stated that the goal of these negotiations was to reduce sick leave buyback and reduce benefits where they could which bringing the salaries closer to the benchmark salaries. The plan was to reach the new levels in four years rather than three years, and to consolidate the salary schedules of administrative and professional/technical into one new schedule, the I Schedule. The tentative agreement has no COLA for FY15, though there is a new top step added in FY15 and FY16, so there is some salary growth at that level. She stated approximately half of the unit is at the top step. The COLA for FY 16, FY17 and FY18 is 2.5%. She stated that the overall salary cost increases will be 4.39% in FY15, 5.25% in FY16, 3.51% in FY17 and 3.45% in FY18. Ms. Fitzpatrick stated that these figures do not account for expected savings from turnover and retirements, which always happen. She stated that staying within a 4% increase is compelling for the Town, but they found that it is also compelling to make salaries more in line with the study. Mr. Lunetta asked if employees are walking away because of the salaries. Mr. Davison stated that people are generally lost to the private sector, but the agreement is needed in order to restructure the salary schedule as well as to be competitive with other towns.

Ms. Miller asked if nonunion personnel will get the same salaries as the ITWA. Ms. Fitzpatrick stated that there will be a new G Schedule for non-represented employees that will be identical, and will happen over the same three-year schedule. She stated the nonunion personnel have already received a 2.5% salary increase in FY15. She stated that she told the Personnel Board that she recommended the same changes for nonunion personnel as for the ITWA, and they voted

unanimously to do that. She stated that the ITWA will vote on the tentative agreement next week. She stated that the FY15 budget includes some allowance for salary increases within the Classification and Compensation line.

MOVED: By Mr. Lunetta that the Finance Committee exit the Executive Session and adjourn, there being no further business. Ms. Miller seconded the motion. The motion was approved unanimously by a roll-call vote at approximately 9:15 p.m.: Ms. Zappala: Aye; Mr. Creem: Aye; Mr. Flinton: Aye; Ms. Miller: Aye; Mr. Connelly: Aye; Mr. Lunetta: Aye; Mr. Reilly: Aye; Mr. Zimbone: Aye.

Respectfully submitted,

Louise Mizgerd  
Executive Secretary/Financial Analyst

*Approved September 9, 2015*