

**EXECUTIVE SESSION**  
**Needham Finance Committee**  
**Minutes of Meeting of April 25, 2012**

The Executive Session was called to order by the Chair, Richard Reilly, after a unanimous vote by the Committee during an open meeting to go into Executive Session under Open Meeting Law Exception 3 at approximately 9:00 pm in the Great Plain Room at the Town Hall.

Present from the Finance Committee:

Richard Reilly, Chair; Richard Zimbone, Vice Chair

Members: Richard Creem, John Connelly, Lisa Zappala, Steve Rosenstock

Also Present:

Kate Fitzpatrick, Town Manager

David Davison, Assistant Town Manager/Director of Finance

Richard Lunetta, Finance Committee Member, by telephone

**Collective Bargaining**

Ms. Fitzpatrick stated that three collective bargaining agreements have been tentatively agreed, and one has been ratified. The Board of Selectmen started with the primary goals of getting all unions into rate saver health insurance plans, and to keep wage increases at or below 4%, exclusive of step increases, based on the Town's ability to pay for such increases.

**Public Facilities Custodian and Trades Independent Association**

For the Public Facilities Custodian and Tradesman Independent Association, a three-year agreement was reached which included some management rights provisions regarding call back, and the notice required. The basic wage increases are consistent with other unions: 2% in FY13, and 2 ½% in both FY14 and FY15. There is also a modest increase in snow standby pay of \$75 per year, up to \$625. She stated that this seemed fair as they are limited in their ability to go away or take vacation for part of the year. She stated that the DPW employees get \$1000 per year, which recognizes that they do different work. She stated that employees who are on call and do not show up are disciplined, and the amount they are paid for standby is prorated.

Ms. Fitzpatrick stated that there was an agreement with the Custodians to do a pay study to see where they stood among 20 comparable communities. The pay in Town was on target, or in some cases, higher when compared to other towns. She stated that the 12 senior custodians make 90% of the average pay, so they wanted to make that more fair by bringing their pay up to the full amount of the average pay. Since there was only a limited amount of money available for bargaining in each unit, the union was willing to give a higher increase to the more senior custodians. She noted that the Board of Selectmen supported the agreement. In response to a question from Mr. Rosenstock, Ms. Fitzpatrick stated that recent wage increases for this unit were 0% in FY12 and FY11, and 2 ½% in FY10. Mr. Reilly noted that the layoff provisions were clarified in the agreement, and asked what was changed. Ms. Fitzpatrick stated that the language regarding bumping people in other positions was tightened up and a time limit on bumping rights was imposed.

## **Police Superior Officers Association**

Ms. Fitzpatrick stated there is a settled agreement for one year, then another for three years, since the law limits agreements to three years. She stated that the Town Meeting serves as a deadline to help the parties move to reach an agreement, but it requires bargaining up to 15-18 hours per day. They agreed to a wage increase of 2 ½% for FY15. She stated that this was agreed in part because the Superior Officers had led the Police Union by agreeing to move to rate savers health insurance plans. She stated that the Officers (there are four Lieutenants in the bargaining unit) feel strongly that something was being taken away, and were not quick to agree to wage increases in exchange, since they expect to be with the Town for a long time. But they did agree, though the Fire Union is still uncomfortable. She stated that once they see how the savings that are being put into legacy plans, they see the value that is in it for them. The Town also agreed to adjustments in stipends. The Lieutenants' retirement savings has previously been the same as nonunion and ITWA, but the Town agreed to increase the savings match so that they are treated like managers as they do management work. Mr. Davison stated that the Town will contribute up to \$1,000 for a \$2,000 savings contribution, at the rate of 50 cents per dollar. Ms. Fitzpatrick stated that it will increase to a maximum of \$1,500 Town contribution by the third year, at the same contribution rate. Mr. Zimbone asked if the \$500 one-time payments for the Superior Officers and Police Unions would be absorbed into the current operating budget. Ms. Fitzpatrick stated that they will be absorbed, and that the payments will not increase the base pay going forward.

## **Police Union**

Ms. Fitzpatrick stated that the union members have joined a new statewide union and have a new attorney representing them. The union wanted to restructure the step table rather than go with the wage increases other bargaining units have agreed to accept. As a result, they reformatted the wage schedule. It now weights toward more senior members. There will also be retirement matching by the Town at up to \$500 for a \$1,000 contribution. In addition, the education pay for criminal justice education will be at the same rate as the Fire Department, though it is less for new hires, and lower than the Quinn program. Mr. Zimbone asked about the Body Armor policy that is being implemented. Ms. Fitzpatrick stated that it is a requirement that the Town imposed on the union in order to comply with federal requirements for body armor.

MOVED: By Mr. Zimbone moved that the Finance Committee exit the Executive Session and return to Open Session at approximately 9:25 p.m. Ms. Zappala seconded the motion. The motion was approved unanimously with the following roll-call vote: Mr. Creem: Aye; Mr. Reilly: Aye; Mr. Zimbone: Aye; Ms. Zappala: Aye; Mr. Rosenstock: Aye; Mr. Connelly: Aye.

Respectfully submitted,

Louise Mizgerd  
Executive Secretary/Financial Analyst

*Approved September 9, 2015*