

EXECUTIVE SESSION
Needham Finance Committee
Minutes of Meeting of April 27, 2016

The Executive Session of the Finance Committee was called to order at approximately 8:30 pm in the Town Hall, Selectmen's Chambers by the Chair, Louise Miller after a unanimous roll call vote by the Committee during an open meeting to go into Executive Session under Exception 3, and not to return to open session.

Present from the Finance Committee:

Chair: Louise Miller; Vice Chair: Rick Zimbone

Members: Barry Coffman, John Connelly, Tom Jacob, Kenneth Lavery, Richard Reilly, Carol Smith-Fachetti

Others present:

Kate Fitzpatrick, Town Manager

David Davison, Assistant Town Manager/Finance Director

Dan Matthews, Board of Selectmen

Collective Bargaining / Annual Town Meeting Article 6: Fund Collective Bargaining Agreement – Building Custodian and Tradesman Independent Association

Ms. Fitzpatrick stated that an agreement has been reached but the union and Board of Selectmen have not yet voted. She stated that the terms are essentially identical to the contract reviewed by the Finance Committee and recommended in November 2015. She handed out a summary sheet. The random drug testing provisions have been tweaked. All employees have been converted to monthly sick leave accrual. She stated that the wage package is the same, but the night differential has been increased so that it is closer to the DPW night differential. She stated that because of these employees, schools have been able to open on some days despite storms.

Ms. Fitzpatrick stated that the costs for the contract include all steps and other increases. She noted that these are the lowest paid employees in the Town. Mr. Reilly asked about the premium pay for overtime worked beyond 16 hours, and how it worked. Ms. Fitzpatrick stated that there is always 8 hours of regular time in a day. If a person works 8 hours, then 8 hours of overtime, they are then entitled to premium pay. She stated that only the snow emergency personnel and members of this unit could work that amount. She described the rest periods that are given when people work overtime. Mr. Zimbone asked the key provisions that the Town wants. Ms. Fitzpatrick stated that the Town is trying to move toward a badge sign-in which is essentially a time clock but does not trigger mandatory bargaining. She stated important terms in this contract are that workers in the police station have to undergo a significant background check, and those working in schools have to be fingerprinted. She stated that the monthly vacation accrual was a problem. She stated that random drug testing for commercial driver's licenses was required, but they wanted to test all drivers. Ms. Fitzpatrick stated that they will have mandatory direct deposit and are working on electronic rather than paper pay notices.

Ms. Miller stated that this is a great agreement from a numbers perspective. Ms. Fitzpatrick stated that both sides felt good at the conclusion.

MOVED: By Mr. Zimbone that the Finance Committee recommend adoption of Annual Town Meeting Article 6: Fund Collective Bargaining Agreement – Building Custodian and Tradesman Independent Association, contingent on the approval of the Union and Board of Selectmen. Mr. Connelly seconded the motion. The motion was approved by a vote of 8-0.

Adjourn

MOVED: By Mr. Zimbone moved that the Finance Committee exit the executive session and adjourn, there being no further business. Ms. Lavery seconded the motion. The motion was approved by a vote of 8-0 in the following roll call vote at approximately 8:45 p.m.: Mr. Jacob: Aye; Mr. Coffman: Aye; Mr. Zimbone: Aye; Ms. Miller: Aye; Mr. Lavery: Aye; Mr. Reilly: Aye; Mr. Connelly: Aye; Ms. Smith-Fachetti: Aye.

Respectfully submitted,

Louise Mizgerd
Staff Analyst

Approved June 28, 2017