

October 24, 2022 Annual Town Meeting
Article 1
Needham DPW Building Custodian and Trades Independent Association

		Amount	Percent
Fiscal Year 2023	Implementation of New Classification & Compensation Plan	\$ 68,480	2.00%
	Night Differential Increase \$0.25/hour	\$ 14,094	0.41%
	License & Special Duty Stipends	\$ 29,225	0.85%
	Steps and Other Changes	<u>\$ 20,924</u>	<u>0.61%</u>
	Total	\$132,723	3.87%
		Amount	Percent
Fiscal Year 2024	2.5% Base Wage Increase 07/01/2023	\$ 86,130	2.42%
	Steps and Other Changes	<u>\$ 69,313</u>	<u>1.95%</u>
	Total	\$155,443	4.37%
		Amount	Percent
Fiscal Year 2025	3.0% Base Wage Increase 07/01/2024	\$108,263	2.92%
	Night Differential Increase \$0.25/hour	\$ 15,138	0.41%
	License & Special Duty Stipends	\$ 1,506	0.04%
	Steps and Other Changes	<u>\$ 76,599</u>	<u>2.07%</u>
	Total	\$201,506	5.44%
		Amount	Percent
Fiscal Year 2026	3.5% Base Wage Increase 07/01/2025	\$122,690	3.14%
	Steps and Other Changes	<u>\$ 52,840</u>	<u>1.35%</u>
	Total	\$175,530	4.49%

Summary of Key Language Items

- Implement Critical Title Retention & Recruitment Program.
- Clarify light duty for non-occupational injuries.
- Add Juneteenth Holiday.
- Implement Flexible Work Hours Program.
- Increase Paid Military Leave days (implementing Townwide standard replicating “BRAVE Act”).
- Clarify Family Sick Leave on FMLA status (Implementing Townwide standard).