

Town of Needham
Minutes of Personnel Board Meeting
November 5, 2007

Present: Mr. John Dennis – Chairman, Mrs. Vivian Hsu, Mr. Joseph Herlihy, Mr. Christopher T. Coleman – Assistant Town Manager/Personnel Director (via telephone), and Nikki Witham – Recording Secretary

Convene: 7:30 AM, Town Hall- Selectmen's Meeting Room

Review of contract: Mr. Coleman reviewed with the board the draft of the three year contract between the Town of Needham and the Needham Independent Public Employees Association dated November 2, 2007 and signed by the Association Officers.

Mr. Coleman discussed some of the keep points of the tentative agreement such as:

- Effective July 1, 2008, all new hires will develop an accrued vacation schedule similar to the ITWA union employees.
- Clothing Allowance. For fiscal year 2008, employees who have completed their probationary period will receive an allotment of \$230 for the purchase of safety shoes, work boots, other suitable work clothes, and cleaning. The DPW has also incorporated a dress code. Members have to wear shirts with sleeves, and are not allowed to wear shorts at any time. There is a re-opener to discuss a pilot program to allow shorts to be worn.
- Scheduled overtime from the RTS Division. Scheduled overtime on Saturdays will be filled from the RTS Expanded Overtime List. Any member who accepts scheduled overtime is obligated to report for duty. If they are unable to get anyone to work from that list the RTS will expand its scheduled overtime request to non-bargaining personnel. If a worker wants to be called for overtime, all they have to do is sign up. As far as the Sick Leave Incentive program, it is similar to other collective bargaining groups.

Mrs. Hsu asked if this contract was going to be ratified by the union members this week. Mr. Coleman told the board that they have already signed and agreed to the language before the Board that will be presented before the Special Town Meeting this evening. Mr. Hurley asked how come the base wage increase is 8.6%. Mr. Coleman explained the percentage increase is based on the cost of the overall agreement (including increase in compensation and add pays).

Mrs. Hsu made a motion to approve the Memorandum of Agreement between the Town of Needham and the Needham Independent Public Employees Association for Fiscal Years 2008-2010. Mr. Hurley seconded the motion and it was unanimously passed.

Next Meeting: November 19th at the Library. Mr. Coleman also told the board of an upcoming training by the Ethics Commission will be held on December 5, 2007 at 7:00 PM at the library in the Community Room. The topic is conflict of interest, and would be good for many of the boards and committees to participate in.

Mr. Hurley made a motion to adjourn the meeting at 8:15 AM. Mrs. Hsu seconded the motion and the meeting was adjourned at 8:15 AM.

Respectfully Submitted,
Nikki Witham