

Article 4
2020 Annual Town Meeting
Needham Police Union Contract Settlement

		Amount	Percent
Fiscal Year 2020	2% Base Wage Increase 7/1/2019	\$74,543	1.98%
	1% Base Wage Increase 1/1/2020	\$19,290	0.51%
	Step, Education, & Other Increases	\$34,790	0.92%
	Total	\$128,623	3.41%

Other Key Components

- Increase basic private detail rate to \$51.50.

Article 5
2020 Annual Town Meeting
Needham Police Superior Officers Association Union Contract Settlement

		Amount	Percent
Fiscal Year 2020	2% Base Wage Increase 7/1/2019	\$10,747	1.79%
	1% Base Wage Increase 1/1/2020	\$2,741	0.34%
	Step, Education, & Other Increases	\$5,276	0.83%
	Total	\$18,764	2.96%

Other Key Components

- Increase basic private detail rate to \$51.50.

Article 6
2020 Annual Town Meeting
Needham Fire Union Contract Settlement

		Amount	Percent
Fiscal Year 2020	2% Base Wage Increase 7/1/2019	\$115,092	2.00%
	1% Base Wage Increase 1/1/2020	\$32,347	0.50%
	Step, Education, & Other Increases	\$129,388	1.81%
	Total	\$276,827	4.31%

Other Key Components

- Increase basic private detail rate to \$51.50.