### DEDHAM FINANCE AND WARRANT COMMITTEE



SUPPLEMENTAL
REPORT & RECOMMENDATIONS FOR THE
FALL ANNUAL TOWN MEETING
MONDAY, NOVEMBER 15, 2021 AT 7:00 P.M.

DEDHAM HEALTH AND ATHLETIC COMPLEX 200 PROVIDENCE HIGHWAY DEDHAM, MA • The Finance and Warrant Committee, at its meeting of November 8, 2021, unanimously voted to reconsider its original recommendation regarding Article 1. The new original motion regarding Article 1 is printed below, with the changes in italics and bold print.

#### 1. PERSONNEL BY-LAW CHANGES AND BARGAINING AGREEMENTS

ARTICLE ONE: By the Board of Selectmen: To see if the Town will vote to adopt changes in Schedule A (Classification Schedule), or Schedule B (Compensation Schedule), or Schedule C (Fringe Benefits) of the Personnel Wage and Salary Administration Plan; to act upon the recommendations of the Town Manager as to actions he deems advisable and necessary in order to maintain a fair and equitable pay level and compensation policy; to implement collective bargaining agreements listed below, the funding for which is included in the appropriate departmental budgets under Article Three:

- 1. AFSCME, Local #362 (Library Staff Unit)
- 2. Dedham Police Patrolman's Association, Massachusetts Coalition of Police, Local #448, AFL-CIO
- 3. Dedham Police Association (Lieutenants & Sergeants)
- 4. Dedham Firefighter's Association, Local 1735
- 5. AFSCME, Local #362 (DPW- Unit A)
- 6. AFSCME, Local #362 (DPW-Unit B)
- 7. AFSCME, Local #362 (Town Hall)
- 8. AFSCME, Local #362 (Parks)
- 9. AFSCME, Local #362 (Civilian Dispatchers)

or take any other action relative thereto. Referred to Finance and Warrant Committee for study and report.

Article 1 authorizes the Director of Finance to transfer funds from salary reserve to fund agreements recommended by the Finance and Warrant Committee.

**RECOMMENDATION OF THE FINANCE AND WARRANT COMMITTEE:** That the Town approve agreements with AFSCME Local #362 (Dispatch), Dedham Firefighter's Association, Local 1735, Dedham Police Association (Lieutenants & Sergeants), Dedham Police Patrolman's Association, Massachusetts

Coalition of Police, Local #448, AFL-CIO *and AFSCME Local #362 (Parks)* for Fiscal Years 2022, 2023 and 2024; and that amounts to fund such agreements be transferred from the salary contingency account in the Town Manager's budget and that the Director of Finance be authorized to apportion the same among the appropriate line items for such purposes.

• The Finance and Warrant Committee, at its meeting of November 8, 2021, unanimously voted to recommend Article 10 be indefinitely postponed.

# MEMORANDUM OF AGREEMENT BETWEEN THE TOWN OF DEDHAM AND

## AFSCME COUNCIL 93, LOCAL 362 ON BEHALF OF THE DEDHAM PARKS AND RECREATION BARGAINING UNIT

#### November 2021

NOW comes the Town of Dedham ("the Town") acting by and through its Select Board ("the Board") and AFSCME Council 93, Local 362 (Parks Unit) ("the Union") and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring June 30, 2021 ("the Previous Agreement");

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

- 1. Article XXIV, Classification Plan and Pay Rates: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 1.75% effective July 1, 2021, an increase of 2% effective July 1, 2022 and an increase of 2.25% effective July 1, 2023. The Working Foreman's salary in FY22 shall increase to \$37.71 per hour. This amount is inclusive of the \$.40 per hour per year the Working Foreman has received for the completion of training.
- 2. <u>Article XXIII, Uniforms, Protective Clothing and Licenses</u>: The combined clothing and shoe allowance shall be increased to \$1200 per year effective July 1, 2021,

\$1300 per year effective July 1, 2022, and \$1400 per year effective July 1, 2023.

- 3. <u>Article XXVIII, Duration of Agreement:</u> This Agreement shall be modified to reflect a July 1, 2021 start date and a June 30, 2024 end date, with the deadlines/start dates for giving notice of the desire to negotiate a new agreement changed to April 15, 2024 and November 1, 2024, respectively.
- 4. Except as modified in accordance with this Memorandum of Agreement, the Successor Agreement shall be identical in all respects to the Previous Agreement.
- 5. The cost items of this Agreement are subject to approval by Town Meeting.

For the Town	For the Union

### 10. APPROPRIATION FOR INSTALLATION OF ELEVATOR AT MOTHER BROOK ARTS AND COMMUNITY CENTER

ARTICLE TEN: By the Town Manager. To see if the Town will vote to raise and appropriate, borrow or transfer from available funds, a sum of money for the purpose of purchasing and installing an elevator including any related design and other incidental and related costs, at the Mother Brooks Arts and Community Center, 123 High Street, and, further, to authorize the Treasurer, with the approval of the Select Board, to borrow said sum in accordance with Section 7(1) and 7(1A) of Chapter 44 of the General Laws, or any other enabling authority and issue bonds and notes of the Town therefor, and provided further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payments of costs approved by this vote in accordance with G.L. c.44 §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs, and to authorize the Select Board to apply for, accept, and expend any grants or loans in connection herewith, to enter into all agreements, execute any and all documents including contracts for more than three years, and take all action necessary to carry out this project, or take any other action relative thereto. Referred to Finance and Warrant Committee for study and report.

**RECOMMENDATION OF THE FINANCE AND WARRANT COMMITTEE**: That it be indefinitely postponed.

Article 10 authorizes the Finance Director to raise through taxes, free cash, or debt issuance to install an elevator at the Mother Brook Arts & Community Center.