

# TOWN OF WELLESLEY



## SUPPLEMENT 4

### TO THE 2013 REPORT TO THE ANNUAL TOWN MEETING

by the  
ADVISORY COMMITTEE

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Prepared on April 7, 2013

**ARTICLE 4.** To see if the Town will vote to amend ARTICLE 31 of the Town Bylaws by making changes in Schedule B entitled “Salary Plan – Pay Schedule” established under Section 31.6 which constitutes part of said Bylaws; to raise and appropriate, or otherwise provide, money therefor; or take any other action relative thereto.

**(Human Resources Board)**

*After the Advisory Report was mailed to Town Meeting Members, the Advisory Committee received updated information on a settled contract negotiation.*

#### **MOTION 5**

This article seeks Town Meeting approval to amend Article 31, Schedule B of the Town Bylaws to make changes to salary and wage schedules consistent with the collective bargaining agreement reached with the Wellesley School Custodians and Tradesmen (“the Union”). This group of employees is now part of the Facilities Maintenance Department (FMD). Schedule B sets the rates of pay for all Town employees except School Department personnel.

The agreement is a one-year contract through June 30, 2014. Half of the incremental costs for FY14 associated with this negotiated contract have been included in the revised Motion 2, under Article 8 (\$23,348) and the remainder will be taken from Free Cash (\$23,348). The key term is as follows:

- **Base Salary Increase** – Under the terms of the agreement, the wages rates for all job classifications will increase by 2% effective July 1, 2013

Advisory has reviewed the key elements of the contract and has received summary information on benchmark data and competitiveness. Although a multi-year contract would provide greater certainty for planning purposes, Advisory recognizes that the recent transition of the Union to the FMD raised complexities that will be better resolved after a year of experience. Advisory recognizes the many trade-offs required in good-faith negotiations and respects the decision of the parties to reach mutually-agreeable terms.

Advisory considers the annual increase stipulated in the term of the agreement to be reasonable and consistent with the Town’s financial planning objectives. Advisory believes that the negotiated agreement provides fair and reasonable compensation and is consistent with the financial objectives of the Town.

**Advisory recommends favorable action 10 to 0.**