TOWN OF WELLESLEY MASSACHUSETTS

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BOARD OF SELECTMEN

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HANS LARSEN
EXECUTIVE DIRECTOR OF GENERAL GOVERNMENT

MEMORANDUM

To: Town Meeting Members

From: Hans Larsen

Date: April 7, 2016

Re: Town Meeting Article 5 - Collective Bargaining Agreements

Attached are brief summaries of the three collective bargaining agreements to be considered under Article 5 on Monday evening. For each agreement we have provided the following:

1. Motion language
2. Number of employees the contract covers
3. Key terms of the agreement
4. Total FY17 cost of the wage increases and/or other changes (the Omnibus Budget approved under Article 8, Motion 2 did not include any provision for these costs)

Wellesley Superior Officers' Association
Collective Bargaining Agreement
Article 5 – Motion 4

Motion language:

That the Salary Plan as established at the 1950 Annual Town Meeting as amended, be further amended effective July 1, 2016, as recommended by the Human Resources Board, by striking the existing Pay Schedules for the Wellesley Police Superior Officers' Association and inserting the new Pay Schedules as follows:

Weekly rates of pay

	July 1, 2016
P40 Lieutenant	***$1,715.48***
P30 Sergeant	***$1,438.00***

and further, that the sum of $29,721 be appropriated and added to the amounts appropriated under Motion 2 of Article 8 of the Warrant for the 2016 Annual Town Meeting to the Board of Selectmen for Public Safety; said sum to be raised by a transfer from Free Cash as certified as of June 30, 2015 and allocated as follows:

210 · Police Department
210-01 Personal Services $29,721

Contract covers:

- 3 Lieutenants and 6 Sergeants

(Note: This is the only Wellesley union with no step increases)

Key terms of agreement:

- One year agreement covering FY17 (July 1, 2016 – June 30, 2017)
- 2.5% increase in weekly rate of pay, which is reflected in the wage amounts shown in the motion
- 1.0% increase in EMT stipend (Stipend rates are expressed as a percentage of base pay)
    - Superior Officers are required to maintain EMT certification, to provide a higher level of medical care than basic first responder
- Maximum sick leave accumulation reduced from 120 to 90 days
- Town to be allowed to implement an in-car video system and mobile video recording

Total FY17 cost of agreement

- $29,721

Wellesley Police Patrolmen's Association
Collective Bargaining Agreement
Article 5 – Motion 5

Motion language:

That the Salary Plan as established at the 1950 Annual Town Meeting as amended, be further amended effective July 1, 2016, as recommended by the Human Resources Board, by striking the existing Pay Schedules for the Wellesley Police Patrolmen's Association and inserting the new Pay Schedules as follows:

P10 Police Officer - Weekly rates of pay

	Step 1	Step 2	Step 3	Step 4
Effective July 1, 2016	*$993.70*	*$1,052.07*	*$1,110.70*	*$1,169.24*

and further, that the sum of $99,013 be appropriated and added to the amounts appropriated under Motion 2 of Article 8 of the Warrant for the 2016 Annual Town Meeting to the Board of Selectmen for Public Safety; said sum to be raised by a transfer from Free Cash as certified as of June 30, 2015 and allocated as follows:

210 Police Department
210-01 Personal Services $99,013

Contract covers:

- 33 Patrolmen

Key terms of agreement:

- One year agreement covering FY17 (July 1, 2016 – June 30, 2017)
- 2.5% increase in weekly rate of pay, which is reflected in the wage amounts shown in the motion
- Addition of 1.0% Technology Stipend (Stipend rates are expressed as a percentage of base pay)
- Town to be allowed to implement an in-car video system and mobile video recording

Total FY17 cost of agreement

- $99,013

Wellesley Free Library Staff Association
Collective Bargaining Agreement
Article 5 – Motion 6

Motion language:

That the Salary Plan as established at the 1950 Annual Town Meeting as amended, be further amended effective July 1, 2016, as recommended by the Human Resources Board, by striking the existing Pay Schedules for the Wellesley Free Library Staff Association and inserting the new Pay Schedules as follows:

Schedule effective July 1, 2016

Job Title	GROUP	1	2	3	4	5	6	7	8
Public Services Coordinator	L-17S	30.60	31.83	33.08	34.41	35.77	37.22	38.70	
Reference Services Supervisor Children's Services Supervisor	L-16S	30.27	31.48	32.73	34.06	35.41	36.82	38.31	
Technical Services Supervisor	L-16	28.32	29.43	30.62	31.85	33.10	34.43	35.79	
Branch Libraries Supervisor Interlibrary Loan Supervisor Technical & Online Resources Supervisor	L-15	26.40	27.45	28.54	29.69	30.86	32.09	33.38	
Reference Librarian	L-14	25.67	26.70	27.77	28.88	30.03	31.24	32.48	
	L-13								
	L-12								
Circulation Supervisor	L-11	25.45	26.46	27.52	28.62	29.76	30.93	32.16	
	L-10								
Facilities Supervisor Assistant Circulation Supervisor	L-9	24.77	25.76	26.81	27.88	28.99	30.17	31.37	
	L-8	23.52	24.48	25.46	26.48	27.54	28.64	29.78	
Cataloging Specialist Acquisitions Specialist	L-6	18.98	19.73	20.53	21.35	22.20	23.08	24.01	24.98
	L-5								
Circulation Assistant Technology Assistant	L-4	17.61	18.31	19.04	19.80	20.59	21.41	22.29	23.18
Library Assistant Preservation Specialist	L-3	17.61	18.31	19.04	19.80	20.59	21.41	22.29	23.18
	L-2								
Custodian	C-4	19.50	20.27	21.08	21.92				

and further, that the sum of $45,210 be appropriated and added to the amounts appropriated under Motion 2 of Article 8 of the Warrant for the 2016 Annual Town Meeting to the Trustees of the Wellesley Free Library; said sum to be raised by a transfer from Free Cash as certified as of June 30, 2015 and allocated as follows:

610	***Wellesley Free Library***	
	610-01 Personal Services	***$37,091***
	610-02 Expenses	***$ 8,119***
		$45,210

and further, that the sum of $3,749 be appropriated and added to the amounts appropriated under Motion 2 of Article 8 of the Warrant for the 2016 Annual Town Meeting to the Board of Selectmen for Facilities Maintenance; said sum to be raised by a transfer from Free Cash as certified as of June 30, 2015 and allocated as follows:

192	***Facilities Maintenance***	
	192-01 Personal Services	***$ 3,749***

Contract covers:

- 46 Librarians and Paraprofessionals
- 4 Library Custodians (2 full time and 3 part time; cost funded in Facilities Maintenance Department budget)

Key terms of agreement:

- One year agreement covering FY17 (July 1, 2016 – June 30, 2017)
- 2.5% increase in weekly rate of pay, which is reflected in the wage amounts shown in the motion
- Removes the Library bookkeeper from the bargaining unit, which will allow management more flexibility to use the person in this position to provide financial support in connection with matters relevant to the Staff Association

Total FY17 cost of agreement

- $48,959 ($45,210 + $3,749)