

**ADVISORY AND FINANCE COMMITTEE
MEETING MINUTES
October 1, 2014**

A meeting of the Advisory & Finance Committee was held on Wednesday, October 1, 2014. The meeting was called to order by Chairman John Moody at 7:00PM and was conducted in the Mayflower II Meeting Room at the Plymouth Town Hall, 11 Lincoln Street, Plymouth, Massachusetts.

PRESENT **Fourteen members of the committee were present:**
Cornelius Bakker, Richard Gladdys, Michael Hanlon, Harry Helm, Kevin Hennessey, Michael Hourahan, Shelagh Joyce, Ethan Kusmin, Kevin Lynch, Christopher Merrill, John Moody, Harry Salerno, Marc Sirrico

ABSENT **Two member of the committee were absent:**
Kevin Canty, Charles Stevens

AGENDA ITEMS

Town Meeting Article Presentations

ARTICLE 1:

Town Manager, Melissa Arrighi, reported that the Town reached a settlement with the CBRA union:

- DPW, Dispatchers & Library divisions will received COLA wage increases as follows: 3% effective 7/1/13 and 3.5% effective 7/1/14. The dispatch unit has agreed to notify the Chief in writing if taking any medications that would reasonable impact their performance. The Library unit has agreed to include Sunday hours into the schedules of any new employees hired from 7/1/14 forward. The DPW unit has agreed to language which required them to return to or stay at work for weather related emergencies.
- The Crossing Guards and Meter Enforcement divisions will receive COLA wage increases as follow: 3.5% effective 7/1/13 and 3% effective 7/1/14. The parties agree that the Town reserves the right to contract out services when unit members leave the employment of the Town without bargaining the decision. The parties agree that the current meter enforcement officer be allowed to revert to crossing guard at a time to be determined by the employee.

Dale Webber, President of CBRA, reported that some groups have not fully ratified the agreement yet but it is important for Advisory & Finance to move ahead with its action and it would be fine to say subject to ratification by all union members. CBRA represents 400 employees in Plymouth with 9 collective bargaining groups. Mr. Webber pointed out that with this agreement the CBRA union has averaged an increase of 1.4 % annually over the past six years and that this is less than the Boston Area Consumer Index average increase of 1.7% annually.

Public Comment

Richard Serkey, Precinct 2, pointed out wage reopener clauses are legal but where do they stop?

Questions & Comments:

- Are medications listed in any other union negotiations? Believe only Dispatchers contract includes that language.
- What is impact on tax rate? Funding is coming from various sources: free cash, State funding, some receipts and some from tax rate. Not sure of specific impact on tax rate but can provide before Town Meeting.
- Does CBRA have separate agreements and negotiations with each sub-groups? This time the 4 town units negotiated as one and the school units negotiated as one, not sure about future.

- Does DPW agreement still allow for time during work day to cash paycheck? Yes.
- Does DPW agreement still call for two drivers per snow plow? Yes.

Dale Webber said that the 15 minutes offered for employees to cash their paychecks has been around for decades and has carried over because it was never thought to be important enough to address. Regarding the two employees per snow plow, the contract gives DPW management the right to put one driver in a truck if there is not enough staff available to have two per truck. If you have ever driven a snow plow for 40-50 hours straight you would understand the need for a second person in the plow.

Questions & Comments:

- Didn't we outsource all parking enforcement to Park Plymouth? We do have 1 remaining parking enforcement officer that is a town employee, all others are Park Plymouth employees.
- Sounds like there are plans to eliminate two groups, parking enforcement and crossing guards? There are six crossing guards remaining. Bargaining is done in good faith and public safety is kept at heart. In last few years the town has not had success attracting new candidates as people retired because the job pays \$12 per hour and is one hour in the morning and one hour in the afternoon so the town has had to subcontract some of the sites out.
- Does Plymouth get to keep any of the parking revenue? Most goes to Park Plymouth for staffing and to help fund the proposed parking garage. Some goes to the Economic Development Fund. Fines generated from handicapped parking spaces go to the Commission on Disabilities. Parking fines outside Park Plymouth's jurisdiction come to the town.
- Thank you to Dale Webber and Butch Machado from CBRA for attending the meeting.

Cornelius Bakker made a motion to recommend the CBRA portion of Article 1 to Town Meeting contingent on ratification by all groups. Richard Gladdys, second. The motion passes (9-3-0) with Kevin Hennessey, Michael Hanlon and Shelagh Joyce opposed.

ARTICLE 2A Departmental Budgets
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Article 2A must be amended to fund CBRA agreement, an increase of \$526,730 for FY14 and FY15.
Christopher Merrill made a motion to recommend the CBRA portion of Article 1 to Town Meeting. Harry Salerno, second. The motion passes (9-3-0) with Kevin Hennessey, Michael Hanlon and Shelagh Joyce opposed.

Old Business

- John Moody announced the chairs for the budget sub-committees. Everyone got their first pick of sub-committee, assignments will be sent out.
- Caucus schedules will come out tomorrow. Harry Salerno will be in touch with everyone about Caucus assignments.
- The presentation forum for Town Meeting is scheduled for October 16.

ADJOURNMENT

Richard Gladdys moved for adjournment. Harry Salerno, second. The motion for adjournment carries unanimously (12-0-0).
 The meeting adjourned at 7:58PM.

Respectfully submitted,

Kere Gillette