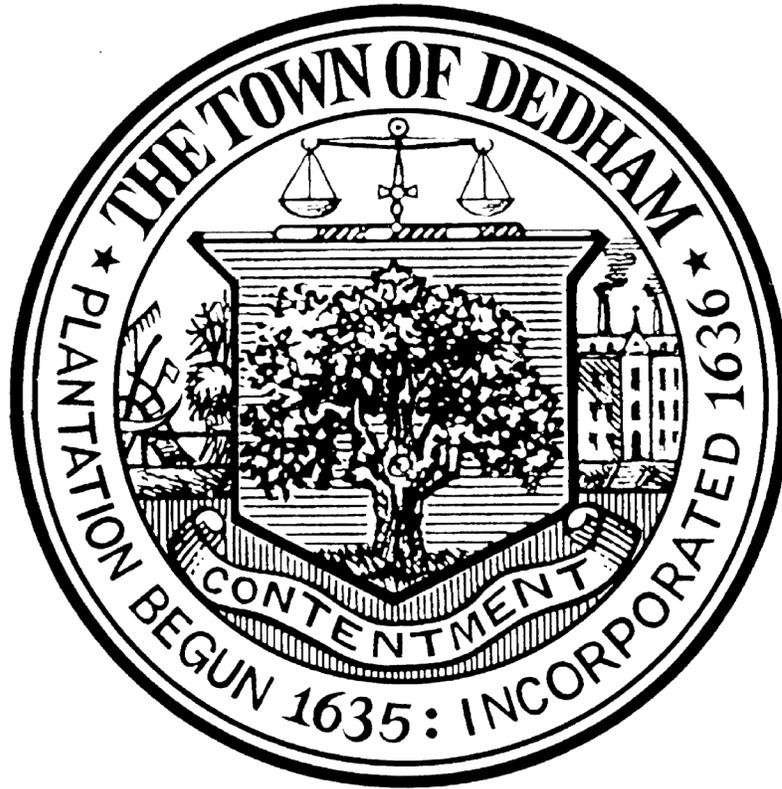


**DEDHAM
FINANCE AND WARRANT COMMITTEE**



**SUPPLEMENTAL WARRANT
FOR THE
SPRING ANNUAL TOWN MEETING**

MONDAY, MAY 18, 2015

TOWN MEETING – 7:00 PM

DEDHAM HIGH SCHOOL AUDITORIUM

SUPPLEMENTAL WARRANT FOR THE SPRING ANNUAL TOWN MEETING

The Finance Committee met on May 6, 2015 and voted to reconsider its previous action on Articles 2 and 5. The Finance Committee voted unanimously to support the new original motions for Articles 2 and 5 as printed below.

2. PERSONNEL BY-LAW CHANGES AND BARGAINING AGREEMENTS

This article will be discussed after article 3 which contains the Town's request to raise and appropriate funds for Bargaining Reserve.

ARTICLE TWO: *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 Administrator 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 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 the Town approve the agreements for Fiscal Years 2016 and 2017 with AFSCME Local #362 (Library Staff Unit, Public Works Unit A, Public Works Unit B, Town Hall Unit, Parks Unit, and Civilian Dispatchers Unit), and the Dedham Firefighters Association Local 1735 IAFF and Dedham Police Lieutenants and Sergeants, and adopt a Classification and Compensation Schedule for Fiscal Years 2016, all set forth in this document, and that the \$388,000 necessary to fund such agreements for Fiscal Year 2016, be transferred from the previously appropriated Bargaining Reserve account and that the Director of Finance be authorized to apportion the same among the appropriate line items for such purposes.

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DEDHAM PUBLIC LIBRARY STAFF**

~~April~~/May 1, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Dedham Public Library Staff (“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 on June 30, 2015 (“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:

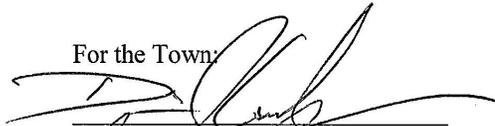
1. Article XI, Salary Schedule: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXV, Effect of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement or as

necessary to achieve an up-to-date, integrated agreement, the Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:



Michael Britt

Burt King

For the Union:



Pamela Kasdon

CLASSIFICATION & COMPENSATION SCHEDULE

LIBRARY UNIT

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Professional	Hourly	26.62	27.54	28.50	29.49	30.53	31.60	32.70
Librarian	Bi-Weekly	1,996.50	2,065.50	2,137.50	2,211.75	2,289.75	2,370.00	2,452.50
	Annual	51,909.00	53,703.00	55,575.00	57,505.50	59,533.50	61,620.00	63,765.00
Circulation	Hourly	25.55	26.42	27.36	28.31	29.30	30.33	31.40
Supervisor	Bi-Weekly	1,916.25	1,981.50	2,052.00	2,123.25	2,197.50	2,274.75	2,355.00
	Annual	49,822.50	51,519.00	53,352.00	55,204.50	57,135.00	59,143.50	61,230.00
Library	Hourly	18.99	19.67	20.35	21.06	21.81	22.56	23.37
Assistant	Bi-Weekly	1,424.25	1,475.25	1,526.25	1,579.50	1,635.75	1,692.00	1,752.75
	Annual	37,030.50	38,356.50	39,682.50	41,067.00	42,529.50	43,992.00	45,571.50

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Professional	Hourly	27.29	28.23	29.21	30.23	31.29	32.39	33.52
Librarian	Bi-Weekly	2,046.75	2,117.25	2,190.75	2,267.25	2,346.75	2,429.25	2,514.00
	Annual	53,215.50	55,048.50	56,959.50	58,948.50	61,015.50	63,160.50	65,364.00
Circulation	Hourly	26.19	27.08	28.04	29.02	30.03	31.09	32.19
Supervisor	Bi-Weekly	1,964.25	2,031.00	2,103.00	2,176.50	2,252.25	2,331.75	2,414.25
	Annual	51,070.50	52,806.00	54,678.00	56,589.00	58,558.50	60,625.50	62,770.50
Library	Hourly	19.46	20.16	20.86	21.59	22.36	23.12	23.95
Assistant	Bi-Weekly	1,459.50	1,512.00	1,564.50	1,619.25	1,677.00	1,734.00	1,796.25
	Annual	37,947.00	39,312.00	40,677.00	42,100.50	43,602.00	45,084.00	46,702.50

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DPW UNIT A**

April/May ____, 2015

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, DPW Unit A ("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 on June 30, 2015 ("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:

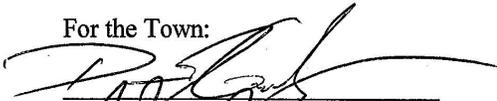
1. Article XXV, Classification Plan and Pay Rates: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXIX, Effective Date of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

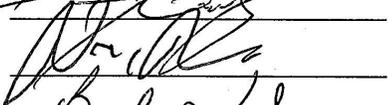
Successor Agreement shall be identical in all respects to the Previous Agreement.

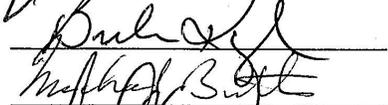
4. The cost items of this Agreement are subject to approval by Town Meeting.

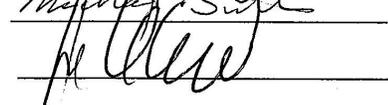
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:





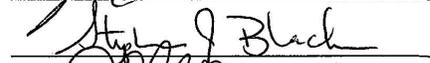






For the Union:







PUBLIC WORKS - UNIT A

Effective July 1, 2015 (FY2016)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCC	Working Foreman Motor Equipment	Hourly	29.54	30.41	31.32	32.26
LCC	Working Foreman Forestry Worker	Hourly	29.54	30.41	31.32	32.26
LCC	Public Works Foreman	Hourly	29.54	30.41	31.32	32.26
LCR	Special Motor Equipment Operator II - Craftsman	Hourly	28.28	29.14	30.04	30.92
LCR	Special Motor Equipment Operator I	Hourly	27.07	27.89	28.71	29.58
LCR	Motor Equipment Repairman	Hourly	27.07	27.89	28.71	29.58
LCR	Heavy Motor Equipment Operator	Hourly	23.70	24.42	25.13	25.90
	Laborer	Hourly	21.05	21.70	22.34	23.00
	DPW Administrative Assistant I	Hourly	24.82	25.55	26.33	27.10

Effective July 1, 2016 (FY2017)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCC	Working Foreman Motor Equipment	Hourly	30.28	31.17	32.10	33.07
LCC	Working Foreman Forestry Worker	Hourly	30.28	31.17	32.10	33.07
LCC	Public Works Foreman	Hourly	30.28	31.17	32.10	33.07
LCR	Special Motor Equipment Operator II - Craftsman	Hourly	28.99	29.87	30.79	31.69
LCR	Special Motor Equipment Operator I	Hourly	27.75	28.59	29.43	30.32
LCR	Motor Equipment Repairman	Hourly	27.75	28.59	29.43	30.32
LCR	Heavy Motor Equipment Operator	Hourly	24.29	25.03	25.76	26.55
	Laborer	Hourly	21.58	22.24	22.90	23.58
	DPW Administrative Assistant I	Hourly	25.44	26.19	26.99	27.78

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DPW UNIT B**

April/~~May~~ 29, 2015

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, DPW Unit B ("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 on June 30, 2015 ("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;

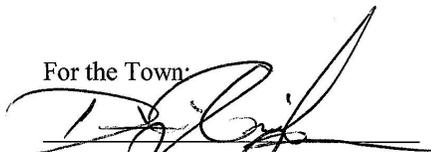
NOW, THEREFORE, it is agreed as follows:

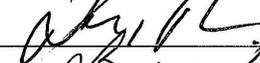
1. Article XXV, Classification Plan and Pay Rates: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXIX, Effective Date of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

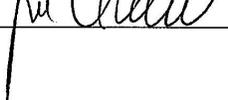
For the Town:











For the Union:





PUBLIC WORKS SUPERINTENDENTS - UNIT B

Effective July 1, 2015 (FY2016)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCG	Cemetery Suprintendent	Hourly	32.00	32.97	33.96	34.98
LCG	Highway Superintendent	Hourly	32.00	32.97	33.96	34.98

Effective July 1, 2016 (FY2017)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCG	Cemetery Suprintendent	Hourly	32.80	33.79	34.81	35.85
LCG	Highway Superintendent	Hourly	32.80	33.79	34.81	35.85

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
TOWN HALL UNIT**

April/May 30, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Town Hall 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 on June 30, 2015 (“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:

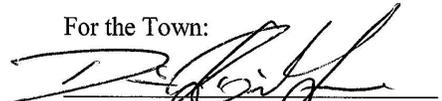
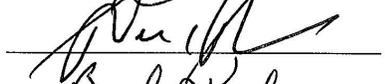
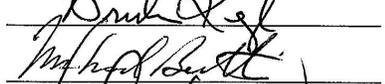
1. Article XI, Salary Schedule: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXX, Effect of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

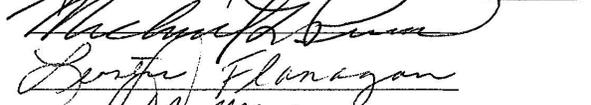
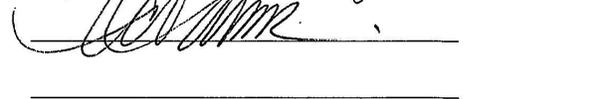
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:



For the Union:

TOWN HALL UNIT

Effective July 1, 2015 (FY2016)

Facilities & Support Staff Positions

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
FS-1	Hourly	19.16	19.83	20.51	21.23	21.99	22.75	23.56
SS-1	Bi-Weekly	1,437.00	1,487.25	1,538.25	1,592.25	1,649.25	1,706.25	1,767.00
	Annual	37,362.00	38,668.50	39,994.50	41,398.50	42,880.50	44,362.50	45,942.00
FS-2	Hourly	20.59	21.33	22.04	22.82	23.64	24.49	25.30
SS-2	Bi-Weekly	1,544.25	1,599.75	1,653.00	1,711.50	1,773.00	1,836.75	1,897.50
	Annual	40,150.50	41,593.50	42,978.00	44,499.00	46,098.00	47,755.50	49,335.00
FS-3	Hourly	22.12	22.91	23.70	24.55	25.41	26.31	27.20
SS-3	Bi-Weekly	1,659.00	1,718.25	1,777.50	1,841.25	1,905.75	1,973.25	2,040.00
	Annual	43,134.00	44,674.50	46,215.00	47,872.50	49,549.50	51,304.50	53,040.00

Technical Staff Positions

TS-1	Hourly	23.25	24.07	24.90	25.80	26.68	27.65	28.58
	Bi-Weekly	1,743.75	1,805.25	1,867.50	1,935.00	2,001.00	2,073.75	2,143.50
	Annual	45,337.50	46,936.50	48,555.00	50,310.00	52,026.00	53,917.50	55,731.00
TS-2	Hourly	24.99	25.88	26.78	27.73	28.69	29.68	30.74
	Bi-Weekly	1,874.25	1,941.00	2,008.50	2,079.75	2,151.75	2,226.00	2,305.50
	Annual	48,730.50	50,466.00	52,221.00	54,073.50	55,945.50	57,876.00	59,943.00
TS-3	Hourly	26.88	27.81	28.78	29.80	30.83	31.91	33.05
	Bi-Weekly	2,016.00	2,085.75	2,158.50	2,235.00	2,312.25	2,393.25	2,478.75
	Annual	52,416.00	54,229.50	56,121.00	58,110.00	60,118.50	62,224.50	64,447.50
TS-4	Hourly	30.57	31.73	32.91	34.08	35.24	36.41	37.59
	Bi-Weekly	2,292.75	2,379.75	2,468.25	2,556.00	2,643.00	2,730.75	2,819.25
	Annual	59,611.50	61,873.50	64,174.50	66,456.00	68,718.00	70,999.50	73,300.50

Effective July 1, 2016 (FY2017)

Facilities & Support Staff Positions

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
FS-1	Hourly	19.64	20.33	21.02	21.76	22.54	23.32	24.15
SS-1	Bi-Weekly	1,473.00	1,524.75	1,576.50	1,632.00	1,690.50	1,749.00	1,811.25
	Annual	38,298.00	39,643.50	40,989.00	42,432.00	43,953.00	45,474.00	47,092.50
FS-2	Hourly	21.10	21.86	22.59	23.39	24.23	25.10	25.93
SS-2	Bi-Weekly	1,582.50	1,639.50	1,694.25	1,754.25	1,817.25	1,882.50	1,944.75
	Annual	41,145.00	42,627.00	44,050.50	45,610.50	47,248.50	48,945.00	50,563.50
FS-3	Hourly	22.67	23.48	24.29	25.16	26.05	26.97	27.88
SS-3	Bi-Weekly	1,700.25	1,761.00	1,821.75	1,887.00	1,953.75	2,022.75	2,091.00
	Annual	44,206.50	45,786.00	47,365.50	49,062.00	50,797.50	52,591.50	54,366.00

TOWN HALL UNIT CONT'D

Technical Staff Positions

TS-1	Hourly	23.83	24.67	25.52	26.45	27.35	28.34	29.29
	Bi-Weekly	1,787.25	1,850.25	1,914.00	1,983.75	2,051.25	2,125.50	2,196.75
	Annual	46,468.50	48,106.50	49,764.00	51,577.50	53,332.50	55,263.00	57,115.50
TS-2	Hourly	25.61	26.53	27.45	28.42	29.41	30.42	31.51
	Bi-Weekly	1,920.75	1,989.75	2,058.75	2,131.50	2,205.75	2,281.50	2,363.25
	Annual	49,939.50	51,733.50	53,527.50	55,419.00	57,349.50	59,319.00	61,444.50
TS-3	Hourly	27.55	28.51	29.50	30.55	31.60	32.71	33.88
	Bi-Weekly	2,066.25	2,138.25	2,212.50	2,291.25	2,370.00	2,453.25	2,541.00
	Annual	53,722.50	55,594.50	57,525.00	59,572.50	61,620.00	63,784.50	66,066.00
TS-4	Hourly	31.33	32.52	33.73	34.93	36.12	37.32	38.53
	Bi-Weekly	2,349.75	2,439.00	2,529.75	2,619.75	2,709.00	2,799.00	2,889.75
	Annual	61,093.50	63,414.00	65,773.50	68,113.50	70,434.00	72,774.00	75,133.50

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND
AFSCME COUNCIL 93, LOCAL 362
ON BEHALF OF THE
DEDHAM PARKS AND RECREATION BARGAINING UNIT**

April/~~May~~ 30, 2015

NOW comes the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“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 were parties to a collective bargaining agreement expiring on June 30, 2015 (hereinafter “the Previous Agreement”);

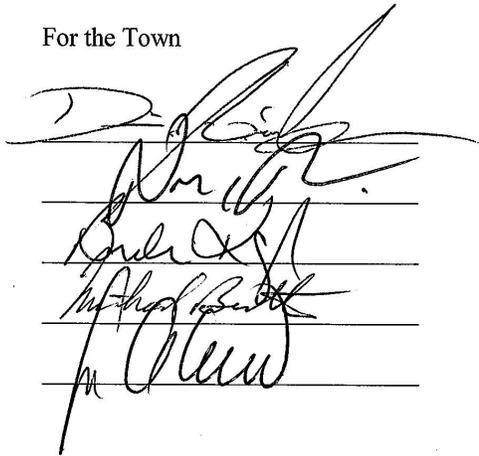
WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified hereby;

NOW, THEREFORE, it is agreed as follows:

1. ARTICLE XXIV of the Previous Agreement shall be modified to reflect the following cost of living adjustments in the base wages:
 - a. 2% effective as of July 1, 2015; and
 - b. 2.5% effective as of July 1, 2016.
2. ARTICLE XXIX, EFFECTIVE DATE AND TERMINATION DATE: The effective date and the termination date shall be amended to July 1, 2015 and June 30, 2017, respectively.
3. In all other respects, the new Agreement shall be on the same terms and conditions as the Previous Agreement.

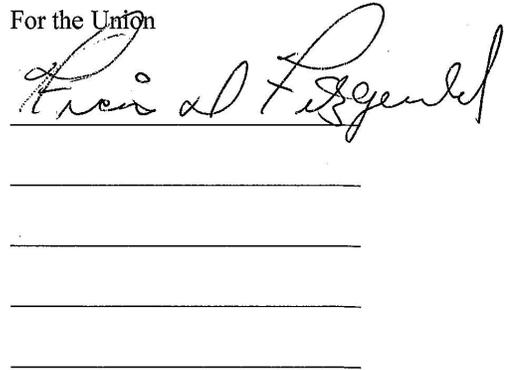
4. The cost items of this Agreement are subject to approval by Town Meeting
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town



Four handwritten signatures are written over four horizontal lines. The signatures are in cursive and appear to be: 1. A large, sweeping signature. 2. A signature starting with 'M'. 3. A signature starting with 'D'. 4. A signature starting with 'M'.

For the Union



A single handwritten signature is written over the top horizontal line. The signature is in cursive and reads 'Francis Fitzgerald'. Below this line are three more empty horizontal lines.

PARKS UNIT

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Grade I	Hourly	17.81	18.44	19.10	19.75	20.44	21.17
Laborer	Bi-Weekly	1,424.80	1,475.20	1,528.00	1,580.00	1,635.20	1,693.60
	Annual	37,044.80	38,355.20	39,728.00	41,080.00	42,515.20	44,033.60
Grade II	Hourly	23.34	24.13	24.99	25.86	26.75	27.70
SMEO & Craftperson	Bi-Weekly	1,867.20	1,930.40	1,999.20	2,068.80	2,140.00	2,216.00
	Annual	48,547.20	50,190.40	51,979.20	53,788.80	55,640.00	57,616.00
Grade III	Hourly	26.21	27.09	28.05	29.03	30.06	31.12
Working Foreman	Bi-Weekly	2,096.80	2,167.20	2,244.00	2,322.40	2,404.80	2,489.60
	Annual	54,516.80	56,347.20	58,344.00	60,382.40	62,524.80	64,729.60

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Grade I	Hourly	18.26	18.90	19.58	20.24	20.95	21.70
Laborer	Bi-Weekly	1,460.80	1,512.00	1,566.40	1,619.20	1,676.00	1,736.00
	Annual	37,980.80	39,312.00	40,726.40	42,099.20	43,576.00	45,136.00
Grade II	Hourly	23.92	24.73	25.61	26.51	27.42	28.39
SMEO & Craftperson	Bi-Weekly	1,913.60	1,978.40	2,048.80	2,120.80	2,193.60	2,271.20
	Annual	49,753.60	51,438.40	53,268.80	55,140.80	57,033.60	59,051.20
Grade III	Hourly	26.87	27.77	28.75	29.76	30.81	31.90
Working Foreman	Bi-Weekly	2,149.60	2,221.60	2,300.00	2,380.80	2,464.80	2,552.00
	Annual	55,889.60	57,761.60	59,800.00	61,900.80	64,084.80	66,352.00

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DEDHAM CIVILIAN DISPATCH EMPLOYEES**

April/May 3, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Dedham Civilian Dispatch Employees (“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 on June 30, 2015 (“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:

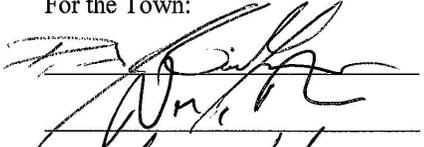
1. Article 11, Salary Schedule: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article 31, Effect of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

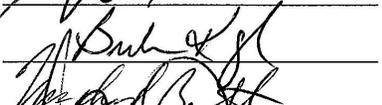
Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:

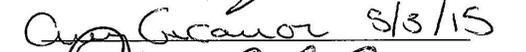








For the Union:

 5/3/15
 5/3/15
 5/3/15
 5/3/15


CIVILIAN DISPATCHERS UNIT

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Civilian	Hourly	19.65	20.33	21.04	21.78	22.54	23.35	24.14
Dispatcher	Bi-Weekly	1,572.00	1,626.40	1,683.20	1,742.40	1,803.20	1,868.00	1,931.20
	Annual	40,872.00	42,286.40	43,763.20	45,302.40	46,883.20	48,568.00	50,211.20
Dispatch	Hourly	23.54	24.37	25.21	26.08	27.00	27.96	28.94
Supervisor	Bi-Weekly	1,883.20	1,949.60	2,016.80	2,086.40	2,160.00	2,236.80	2,315.20
	Annual	48,963.20	50,689.60	52,436.80	54,246.40	56,160.00	58,156.80	60,195.20

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Civilian	Hourly	20.14	20.84	21.57	22.32	23.10	23.93	24.74
Dispatcher	Bi-Weekly	1,611.20	1,667.20	1,725.60	1,785.60	1,848.00	1,914.40	1,979.20
	Annual	41,891.20	43,347.20	44,865.60	46,425.60	48,048.00	49,774.40	51,459.20
Dispatch	Hourly	24.13	24.98	25.84	26.73	27.68	28.66	29.66
Supervisor	Bi-Weekly	1,930.40	1,998.40	2,067.20	2,138.40	2,214.40	2,292.80	2,372.80
	Annual	50,190.40	51,958.40	53,747.20	55,598.40	57,574.40	59,612.80	61,692.80

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
DEDHAM FIREFIGHTERS' ASSOCIATION,
LOCAL 1735, I.A.F.F.**

May __, 2015

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the Dedham Firefighters' Association, Local 1735, I.A.F.F. ("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, 2015 ("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 XX, Wages: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXVII, Duration of Agreement: This Agreement shall be modified to reflect a July 1, 2015 start date and a June 30, 2017 end date, with the deadlines/start dates for giving notice of the desire to negotiate a new agreement changed to March 30, 2017 and October 1, 2016, respectively.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:

Michael Smith

[Signature]

[Signature]

[Signature]

Bayla Kopf

For the Union:

[Signature]

Will Jones

FIRE UNIT

Effective July 1, 2015 (FY2016)

		<u>Min.</u>	<u>Max.</u>
Deputy Chief	Hourly	35.74	40.75
	Bi-Weekly	3,002.16	3,423.00
	Annual	78,056.16	88,998.00

Lieutenant	Hourly	28.83	32.84
	Bi-Weekly	2,421.72	2,758.56
	Annual	62,964.72	71,722.56

Firefighter/ Mechanic	Hourly	28.83	32.84
	Bi-Weekly	2,421.72	2,758.56
	Annual	62,964.72	71,722.56

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Firefighter	Hourly	22.32	23.08	23.90	24.74	25.60	26.49
	Bi-Weekly	1,874.88	1,938.72	2,007.60	2,078.16	2,150.40	2,225.16
	Annual	48,746.88	50,406.72	52,197.60	54,032.16	55,910.40	57,854.16

Effective July 1, 2016 (FY2017)

		<u>Min.</u>	<u>Max.</u>
Deputy Chief	Hourly	36.63	41.77
	Bi-Weekly	3,076.92	3,508.68
	Annual	79,999.92	91,225.68

Lieutenant	Hourly	29.55	33.66
	Bi-Weekly	2,482.20	2,827.44
	Annual	64,537.20	73,513.44

Firefighter/ Mechanic	Hourly	29.55	33.66
	Bi-Weekly	2,482.20	2,827.44
	Annual	64,537.20	73,513.44

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Firefighter	Hourly	22.88	23.66	24.50	25.36	26.24	27.15
	Bi-Weekly	1,921.92	1,987.44	2,058.00	2,130.24	2,204.16	2,280.60
	Annual	49,969.92	51,673.44	53,508.00	55,386.24	57,308.16	59,295.60

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
DEDHAM POLICE ASSOCIATION
Lieutenants and Sergeants**

May __, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the Dedham Police Association, Lieutenants and Sergeants Bargaining 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, 2015 (“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:

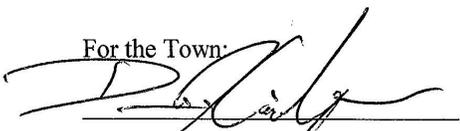
1. Article XII, Rates of Pay: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXVIII, Effect of Agreement: This Agreement shall be modified to reflect a July 1, 2015 start date and a June 30, 2017 end date in paragraph (E) and the date in paragraph (F) shall be changed to June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

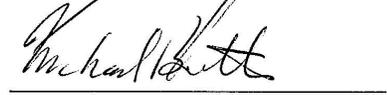
Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:

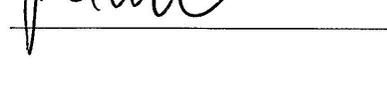




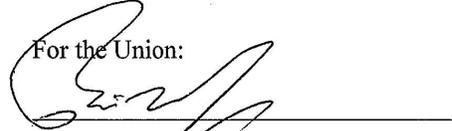




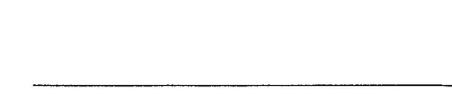




For the Union:

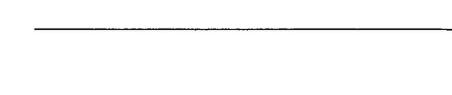












Police Lieutenants and Sergeants

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>
Lieutenants	Hourly	39.25	43.51
	Weekly	1,570.00	1,740.40
	Annual	81,640.00	90,500.80
Sergeants	Hourly	31.37	34.72
	Weekly	1,254.80	1,388.80
	Annual	65,249.60	72,217.60

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>
Lieutenants	Hourly	40.04	44.38
	Weekly	1,601.60	1,775.20
	Annual	83,283.20	92,310.40
Sergeants	Hourly	32.00	35.41
	Weekly	1,280.00	1,416.40
	Annual	66,560.00	73,652.80

CLASSIFICATION AND COMPENSATION SCHEDULE

NON-UNION MANAGEMENT & MANAGEMENT SUPPORT POSITIONS

Effective July 1, 2015 (FY2016)

<u>Grade</u>		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
M-1	Bi-Weekly	1,829.47	1,891.91	1,956.51	2,023.34	2,092.54	2,164.16	2,238.27
	Annual	47,566.22	49,189.66	50,869.26	52,606.84	54,406.04	56,268.16	58,195.02
M-2	Bi-Weekly	2,079.13	2,150.30	2,223.96	2,300.16	2,379.02	2,460.67	2,545.17
	Annual	54,057.38	55,907.80	57,822.96	59,804.16	61,854.52	63,977.42	66,174.42
M-3	Bi-Weekly	2,323.02	2,402.72	2,485.17	2,570.55	2,612.51	2,750.35	2,844.97
	Annual	60,398.52	62,470.72	64,614.42	66,834.30	67,925.26	71,509.10	73,969.22
M-4	Bi-Weekly	2,596.28	2,685.52	2,777.86	2,873.45	2,972.40	3,074.81	3,180.79
	Annual	67,503.28	69,823.52	72,224.36	74,709.70	77,282.40	79,945.06	82,700.54
M-5	Bi-Weekly	2,851.22	2,949.39	3,050.97	3,156.15	3,265.00	3,377.65	3,494.20
	Annual	74,131.72	76,684.14	79,325.22	82,059.90	84,890.00	87,818.90	90,849.20
M-6	Bi-Weekly	3,131.73	3,239.70	3,351.45	3,467.14	3,586.85	3,710.79	3,839.04
	Annual	81,424.98	84,232.20	87,137.70	90,145.64	93,258.10	96,480.54	99,815.04
M-7	Bi-Weekly	3,255.13	3,367.45	3,483.68	3,603.98	3,728.50	3,857.35	3,990.72
	Annual	84,633.38	87,553.70	90,575.68	93,703.48	96,941.00	100,291.10	103,758.72
M-8	Bi-Weekly	3,378.54	3,495.15	3,615.89	3,740.81	3,870.10	4,003.92	4,142.43
	Annual	87,842.04	90,873.90	94,013.14	97,261.06	100,622.60	104,101.92	107,703.18
M-9	Bi-Weekly	3,645.09	3,771.02	3,901.38	4,036.28	4,175.94	4,320.51	4,470.08
	Annual	94,772.34	98,046.52	101,435.88	104,943.28	108,574.44	112,333.26	116,222.08
MS	Hourly	25.61	26.49	27.40	28.34	29.29	30.28	31.35
	Bi-Weekly	1,920.75	1,986.75	2,055.00	2,125.50	2,196.75	2,271.00	2,351.25
	Annual	49,939.50	51,655.50	53,430.00	55,263.00	57,115.50	59,046.00	61,132.50

5. ELECTED OFFICIALS SALARIES

ARTICLE FIVE: To see if the Town, in accordance with the provisions of the General Laws, Chapter 41, §108, will vote to fix the salary and compensation of all elected officials of the Town, 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 the salaries of elected officials be fixed as follows for Fiscal Year 2016, provided however, under the revised Charter approved by the voters at the April 12, 2014 Annual Town Election, only elected incumbents holding office as of the date of the election may receive the compensation set forth below:

Board of Selectmen, Chair	\$818
Board of Health, One Member	\$350
Board of Assessors, One Member	\$2,300
Town Clerk*	\$93,299

*includes Certification Stipend and Deferred

14. REPORTS OF TOWN COMMITTEES

ARTICLE FOURTEEN: *By Town Meeting Vote:* To hear and act upon the reports of the various Town Committees, as required by vote of prior Town Meetings; to see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or borrow to carry out the recommendations of said committees; or to take any other action relative thereto. *Referred to Finance and Warrant Committee for study and report.*

A substitute motion will be offered at Town Meeting to accept the following report from the Concussion Study Committee:

REPORT OF THE CONCUSSION STUDY COMMITTEE

The Concussion Study Committee was established with the approval of Article Twenty-Eight at the Annual Town Meeting, held on May 20, 2013. The article read as follows:

ARTICLE TWENTY-EIGHT: *By the Board of Selectmen at the request of Selectman James A. MacDonald.* To see if the Town will vote to establish a study committee on sports-related concussions to evaluate and make recommendations as to a bylaw or other means to protect and improve the public health and welfare through measures

to address concussions and other sports-related head injuries to young athletes, including consideration of requiring training of those involved in youth sports on Town fields and facilities as to the nature and risk of concussions and other sports-related head injuries, the prevention and management of such injuries, and the criteria for removal from and return to physical participation by an athlete who suffers a concussion or is suspected of having suffered a concussion.

Said committee shall consist of a member of the Board of Selectmen designated by said Board, a member of the Parks and Recreation Committee designated by said Committee, a member of the School Committee designated by said Committee, a member of Dedham Pop Warner appointed by the Town Moderator, a resident active in youth soccer appointed by the Moderator, a resident active in little league baseball appointed by the Moderator, and either a physician or medical professional appointed by the Moderator.

Said committee shall report its findings and recommendations to the next annual Town Meeting and shall terminate upon doing so, or take any other action relative thereto.

Once established, it was difficult to get full participation from the groups listed in the article. In the end, James MacDonald, Lisa Moran, Rachel McGregor and Dr. Robert Mendoza made up the committee and attended the meetings. The goal of the committee was to get as much information as possible from those that use town fields and buildings for youth sports. We invited them to attend our meetings and explain the training their coaches and board members take to help them identify athletes that have suffered a head injury. Over the course of many meetings, we listened and asked questions to better understand what was currently in place. We recognized that the coaches and board members are all volunteers, who put in a lot of time coaching and organizing the many programs we are lucky to have in Dedham. The participation of the High School Athletic Department provided great insight to how training and tracking can be a success.

After the first few meetings, a request was made for CPR/AED training. We contacted Fallon Ambulance Service who provided two classes, free of charge, to any coach that wanted to attend.

We also called in an expert that deals with concussions, Dr. Jennifer Walkowiak, to help us and the league representatives understand how dangerous a concussion is to a young athlete. Because Dr. Walkowiak's first presentation was sparsely attended, we

asked the Parks and Recreation Commission to help us get wider attendance. The Commission then required anyone that was granted a permit to attend the meeting of the Concussion Committee where Dr. Walkowiak would be presenting. It was a successful meeting in which information was shared that was new to many in attendance. This reinforced the committee's position that training was key to success. At the final meeting we agreed to present these additional comments and suggestions to Town Meeting, the Board of Health and the Parks and Recreation Commission:

1. Head injury is one of the most common forms of injury reported in activities involving children and adolescents
2. Head injury is a treatable condition if identified and treated at the earliest stages
3. Head injury, if not treated, can lead to significant complications and long-term brain damage
4. Over the past two decades there has been significant research and development into identification and treatment of head injury
5. Child and adolescent brain development is ongoing and vulnerable to injury
6. Medical professional societies, professional, inter and intercollegiate athletic programs have established stringent norms for identification of head injury and return to play protocols
7. All states have established a mandatory head injury return to play policy and some states are involved in a reporting database including the Commonwealth of Massachusetts who has been one of the leading states in this area
8. Beyond the medical and social implications of head injury, governmental municipalities have taken steps to protect financial resources as well as providing the highest quality of care of its youngest constituents

There appears to be substantial social, economic, and medical basis to require that all organizations, public or private, who use Town of Dedham resources, be required to adhere to a minimum standard as set forth in a policy by the Town of Dedham. Specifically, the Town of Dedham Concussion Study Committee recommends to town government that the aforementioned public or private entities using Town of Dedham resources provide:

a. A written policy detailing identification, response, and follow-up management of head injuries that might be incurred by any of the participants involved with their organization.

This policy should include how an individual is identified to have a head injury, how the organization will respond to identified head injuries, who will make that determination (of further involvement the day of head injury or thereafter), and what resources are available during the event to assist in the aforementioned processes.

It is recommended that these policies be reviewed by the Town of Dedham Board of Health to assure that a minimum standard of safety and preparedness has been set forth in the policy.

b. On a once per season basis, at the conclusion of an organization's season, all organizations will provide to the Town of Dedham Board of Health a summary of identified head injuries and the follow-up from those individual events in some aggregate form. The Committee will work with the Board of Health to establish a basic template.

c. As part of any application or permit to use a field or facility, the Parks and Recreation Commission will require a certification that the coaches and or league has training in place and the coaches are current with their training.

It is further recommended that the Town of Dedham be encouraged to participate in any state or national registries tracking head injuries for the purposes of better identifying and treating this very serious healthcare issue.

It is recommended that without such policy in place and accepted by the Town of Dedham that organizations not be allowed to access town resources until such time that they have submitted an appropriate policy.

Finally, it is recommended that in approximately one year from the adoption of any requirement from the Town of Dedham to related organizations, that the Town of Dedham Concussion Study Committee be reconstituted to review the policies and the data obtained over the year to make recommendations regarding changes based on the experience of any policies and/or procedures put into place including incorporating feedback from organizations, town government, and from the scientific community.