



TOWN OF
DEDHAM
MASSACHUSETTS

Brady Winsten

Director of Finance

☎ 781-751-9151

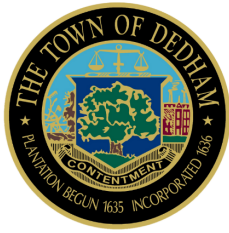
📍 450 Washington Street

🌐 www.dedham-ma.gov

To: Finance and Warrant Committee
From: Brady Winsten, Director of Finance
Date: March 20, 2026
Re: Article 3 Follow Up Information

This memo was prepared to provide information requested in the Finance and Warrant Committee public meeting on March 7, 2026. The enclosed packet provides information on the following topics:

1. [Deficit Reduction Strategy Report Implementation](#)
2. [Snow and Ice Expenditures](#)
3. [Staff Professional Development](#)
4. [Staff Tuition Reimbursement](#)
5. [Parental Leave Policy](#)
6. [EV Chargers](#)
7. [Library MAR](#)



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1. Deficit Reduction Strategy Report Implementation

Please see Appendix 1 for the Deficit Reduction Strategy Report implementation plan.

2. Snow and Ice Expenditures

As of March 20, 2026, the Snow and Ice budget has expended \$1,964,957.48. The original budget was \$677,000, so the legal deficit is \$1,287,957.48. This amount will be voted on for a Free Cash appropriation by Spring Town Meeting.

3. Staff Professional Development

Contractual training and travel is contained in the table below. Appendix 2 includes the full list of Town Departmental dues, memberships, and professional development.

Department/Position (if individual contract)	Conferences, Dues, Memberships, Licenses (subject to annual appropriation of Town Meeting)
Public Works	The Town of Dedham pays for all special licenses (beyond Class D) required to operate specialize equipment
Fire Chief	Fire Chief's Association of Massachusetts, Metro Fire Chief's Association, New England Association of Fire Chiefs, Norfolk County Fire Chief's Association, International Association of Fire Chiefs
Police Chief	Massachusetts Chief of Police Annual Conference, New England Chiefs of Pollice Conference, International Association of Chiefs of Police Conference
Town Manager	International City and Managers Association conference, Massachusetts Municipal Association Conference,



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	Massachusetts Municipal Managers' Association Conferences
Director of Finance	Government Finance Officers Association Conference, Massachusetts Municipal Association Conference

4. Staff Tuition Reimbursement

Contractual tuition reimbursement programs are contained in the table below.

Bargaining Group	Per Person Maximum
Personnel Bylaw (Management and Management Support) \$25,000	Can take up to 4 courses per year. Reimbursement is based on grade (A- or better 100%, B- to B+ 90%, C- to C+80%). If the employee leaves within 12 months of receiving the tuition reimbursement, they must pay it back. Subject to funding.
Town Hall AFSCME \$2,000	\$250 per course – no maximum number of courses per year. Must receive prior approval and be job related. Must receive a grade of “B” or better. First come first served basis.
Library AFSMCE \$5,000	\$1,000 per course. Can only participate in tuition reimbursement once per year, unless there are no other employees participating. Must receive prior approval and be job related. Must receive a grade of “B” or better. First come first served basis.
Dispatcher AFSMCE \$2,000	\$250 per course. Can only participate in tuition reimbursement once per year, unless there are no other employees participating. Must receive prior approval



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	and be job related. Must receive a grade of “B” or better. First come first served basis.
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5. Parental Leave Policy

There were 16 employees who took parental leave in the last year. During budget hearings, the Director of Human Resources reported that 50% (8) took it in two intervals. One additional employee recently decided to split their parental leave, so 56% (9) will have taken their leave in two intervals. Please see Appendix 3 for the Parental Leave Policy.

6. EV Chargers

Please see Appendix 4 for a January 31, 2022 memo to the Select Board regarding EV Charging Station Fees.

7. Library MAR

Massachusetts General Law (M.G.L., c.78, s.19A) states that a municipality must appropriate a figure of at least the average of the last 3 years' municipal appropriations to the library for operations, increased by 2.5%, in order to be certified for State Aid to Public Libraries. This amount is called the Municipal Appropriation Requirement (MAR).

Dedham's MAR for FY27 is \$1,692,835.

Dedham Deficit Reduction Strategy Options

This information has been prepared to update the Finance and Warrant Committee on the implementation plan for the Deficit Reduction Strategy report, prepared by the Collins Center in October 2025.

March 20, 2026

REVENUE OPTIONS	Included in TM Budget?	Timeline	Notes
Un-used Taxing Capacity	Yes	July 1, 2026	Review conducted every year.
Trash fee	No	~6 months	Can be implemented following public outreach and education.
Increase Local Receipts Estimates	Yes	July 1, 2026	Review conducted every year.
Adjust Sewer Overhead	Yes	July 1, 2026	Review conducted every year.
Increase Reyes Fund Contribution to General fund	Yes	July 1, 2026	Review conducted every year.
Building Department Fees and Practices	Yes	July 1, 2026	Review of fees and practices is currently ongoing.

APPROPRIATION OPTIONS	Included in TM Budget?	Timeline	Notes
Slow OPEB	Yes	July 1, 2026	The long range forecast assumes an increased OPEB contribution when the Pension liability is closer to full funding.
School Salaries match Town Cola/steps at 4.5%, 4%, 3.5% and 3.5%	No	Out years	The School Department has ongoing negotiations with collective bargaining units.
Town Salaries match School Cola/steps at 4.5%, 4%, 3.5% and 3.5%	No	Out years	Town negotiations will begin in advance of FY 2028 contracts.
Level Fund FY27 "Other Expenses" (not Schools)	No	July 1, 2026	"Other expenses" includes the Town's insurance premiums and professional development budgets that were not level funded.
Close Endicott Branch Library	No	Out years	Stakeholder analysis needed.

Medium/Long Term Options- Expenditures	Included in TM Budget?	Timeline	Notes
Adjust Health Insurance Contribution Rates	No	Out years	This item will be negotiated with the PEC with a new contract in FY29.
Explore Alternatives to West Suburban Health Group	No	Complete	Lockton study recommends staying in WSHG due to cost savings.
Revisit Paid Parental Leave Policy	No	Out years	This item will be explored during contract negotiations, with new contracts in FY28.
Improve Position Control	Yes	Ongoing	Position Control Committee was implemented in FY26.
Coordinate Collective Bargaining	Yes	Ongoing	This will be ongoing as new contracts are negotiated. Town and School negotiating teams have developed increased communication.
Explore Regionalization	No	Ongoing	Regionalization opportunities are explored on an ongoing basis.
Adjust and Implement Fees	Yes	Ongoing	Departments will work on a new three year cycle to continually update fees.
Review Capital Planning Process	Yes	Ongoing	Proposal for new metrics for FY28 cycle.
Develop PILOT Program	Yes	Ongoing	PILOT letters are going out in FY26.
Identify Redundancies in Services; Consider Dep't Re-org	Yes	Ongoing	Re-organization opportunities are explored on an ongoing basis.

Medium/Long Term Options- Revenues	Included in TM Budget?	Timeline	Notes
Transition Fire Department to ALS Ambulance Response	No	~3 years	The Town will analyze the costs and benefits of adding ALS ambulance response in a future year.
Develop School/Town Partnership Agreement	No	FY27	The Town and School will begin discussions on a partnership agreement.
Address Valuation of Public Buildings	Yes	FY26	In progress with insurance broker.

Medium/Long Term Options- Revenues	Included in TM Budget?	Timeline	Notes
Address Rental of Public Buildings	No	Ongoing	The Town is exploring options for the rental and lease of certain public buildings.
Prioritize Support for Legislation to Enhance Revenue to Town	N/A	Ongoing	The Town continues to support the Municipal Empowerment Act.
Develop a Comprehensive Economic Development Strategy	N/A	Ongoing	Town Manager and Director of Planning will work to coordinate economic development initiatives between Town Boards and Committees.
Reduce Hours of Town Hall	No		Further stakeholder analysis is needed to analyze this option and it's potential costs savings.
Establish Recreation Enterprise Fund	No	2-3 years	Parks and Recreation explored increasing fees in FY26; the Town will continue to analyze this option through the end of FY26 and into FY27 for future budget years.



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Appendix 2

Dues/Memberships/Professional Development for Town Departments

Department of Public Works

- New England Cemetery Association
- Massachusetts Tree Wardens and Foresters Association
- Massachusetts Highway Association
- Massachusetts Water Works Association
- Norfolk-Bristol-Middlesex Highway Association
- American Public Works Association

Finance Department

- Government Finance Officers Association
- Massachusetts Municipal Auditors and Accountants Association
- Massachusetts Collectors and Treasurers Association

Town Manager's Office

- International City/County Management Association
- Massachusetts Municipal Association

Town Clerk

- Massachusetts Town Clerks Association
- International Institute of Municipal Clerks

Building Department

- Southeastern Massachusetts Building Officials Association
- Massachusetts Weights and Measures Association

Parks and Recreation

- National Recreation and Park Association

Fire Department

- Massachusetts Fire Academy / Fire Officer training classes and certifications
- International Association of Fire Chiefs
- National Fire Protection Association
- Norfolk County Fire Chiefs Association
- Fire Chiefs Association of Massachusetts
- International Association of Fire Chiefs
- Emergency Vehicle Technician Association



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- Arson Investigators Association
- E911 membership

Police Department

- Metropolitan Law Enforcement Council
- Norfolk County Chiefs of Police
- International Association of Chiefs of Police: Provides access to information, reports, model policies, training, trends
- Greater Boston Police Council: Provides access to BAPERN radio network and group purchasing bid for vehicles.
- New England State Police Information Network
- Massachusetts Police Accreditation Commission
- Massachusetts Chiefs of Police
- New England Association of Chiefs of Police: access to reduced tuition rates at Roger Williams University School of Justice System Training and Research Institute
- Massachusetts Association of Crime Analysts
- Animal Control Officers Association
- Plymouth County Vehicle Purchasing Cooperative Bid
- National Association of School Resource Officers
- Car Seat Installer Certification
- FBI Law Enforcement Executive Development Association

Health

These are some of the certifications, licenses, and trainings that the staff participated in last year. Our certifications and licenses are on a 2-, 3- or 5-year renewal cycle. Trainings vary every year; some trainings are free some are paid for by NC-8 (grant money) and some the department pays for in full.

- Massachusetts Health Officers Association
- Pool Certification (every 5 years)
- Serve safe Certification (every 5 years)
- MA PHIT Housing Certificate
- Lead Determinator Certificate
- Body Art inspection training
- Retail tobacco training
- Soil Inspector's license (every 2 years)
- Soil Evaluator's license (every 2 years)
- Healthy Homes Certification (every 2 years)
- Certified Professional Food Safety Certificate (every 5 years)



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- Certified Pool Inspector
- Septic training
- Massachusetts Environmental Health Association
- Massachusetts Association of Public Health Nurses
- Massachusetts Registered Nurse License
- Opioid Overdose Training of the Trainer-Paid for by NC-8
- CPR Instructor training – Paid for by NC-8
- Massachusetts Association of Public Health Nurses
- MA Adult Immunization Conference
- MIAP Pediatric Immunization Skills Building Conference
- Sanitarian's license

Facilities Department

- All continuing education classes for all licensed trades workers. Plumbing, Electrical, HVAC, Construction Supervisor
- Massachusetts Public Procurement Purchasing Official (MCPPO)
- Lexipol/Local Government training services – All employees monthly safety training sessions
- Aerial Lift training and certification
- Scissor Lift training and certification
- Asbestos Hazard Emergency Response Act Trainings and certification
- Massachusetts Facilities Administrators Association

Library

- MLA (Mass Library Association)
- Various courses/webinars- ASL (American Sign Language) for library workers and ASL for children's librarians; technology competencies for library staff; etc.
- Some years: ALA and PLA (American and Public Library Associations)

Engineering

- New England Water Environment Association
- Bay State Roads Programs
- American Society of Civil Engineers
- Boston Society of Civil Engineers
- GIS Association
- Institute of Traffic Engineers
- MA Coalition for Water Resources Stewardship

Youth Commission

Trainings vary by year, including but not limited to:

- Understanding Anxiety: Creating Supports for Youth



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- Youth Mental Health First Aid Certification
- Chronic Marijuana use in Teens and Young Adults
- Therapeutic Mentoring: Certificate Course
- Creating Safe Communities for LGBTQ+ Youth
- Building and Maintaining Healthy Boundaries in Youth
- Juvenile Justice

Planning, Zoning, and Natural Resources

- Massachusetts Association of Conservation Commissioners (MACC)
- Massachusetts Society of Municipal Conservation Professionals (MSMCP)
- Association of Massachusetts Wetland Scientists (AMWS)
- NAACC Culvert Assessment Evaluator Training (free)
- First Aid and CPR through Wildlands Trust
- Wildlands Land Trust – Land Stewardship Training
- MACC Basic Wetland Delineation – Soils & Vegetation

Assessors

- MLS Listing service for residential services
- Massachusetts Association of Assessing Officers

Council on Aging

- Mass Association of Councils on Aging

Human Resources

- Mass. Municipal Human Resources Association (MMHRA) and the
- Society for Human Resources Management (SHRM)
- Northeast Human Resources Association: pertain to wage & compensation, benefits administration/law, employment law, performance management, FMLA management and ADA and many other topics

Veterans Services

- Massachusetts Veterans Service Officers Association

Appendix 3

Section 9. Paid Parental Leave

The Town seeks to promote health and wellness for employees and their families by providing paid time off for full-time employees for the purposes of care of and bonding with a child added to their immediate family. After July 1, 2022, employees may be granted up to 12 weeks of compensated time off for the care of and bonding with a child added to their immediate family. Compensation during this period will be at 100% of the employees' base wages for the duration of the eligible leave.

Regardless of gender or marital status, an employee is eligible for Paid Parental Leave upon meeting all the following criteria:

1. The employee has been employed by the Town of Dedham in a benefit-eligible positions for at least 12 consecutive months or 52 consecutive weeks without a break in service;
2. The employee has been in pay status for at least 1250 hours in the preceding 12-month period; and
3. The employee will experience an Event on or after the effective date of this Paid Parental Leave Policy.

Eligibility for paid parental leave terminates for the following reasons:

1. Transfer to an ineligible position;
2. Paid Parental Leave is not paid out upon separation from employment and cannot be donated to other employees.

When Both New Parents are Employed by the Town, each eligible employee is separately entitled to up to 12 weeks of Paid Parental Leave.

Eligible employees may take Paid Parental Leave in one of two ways:

Appendix 3

1. One Continuous Period – Eligible employees may take off two continuous periods of time provided the two continuous periods of time combined total no more than 12 weeks; or
2. Two Continuous Periods – Eligible employees may take off two continuous periods of time provided the two continuous periods of time combined total no more than 12 weeks.

All Continuous Periods of Paid Parental Leave must be completed within one year of the Event.

The paid time off under Paid Parental Leave will run concurrently with available leave under the Family & Medical Leave Act (“FMLA”) and the Massachusetts Parental Leave Act (“MPLA”).

For the purposes of this Section, “Event” means the addition of a child under the age of 18 (or under age 23 with a physical or mental disability) to the Employee’s family through childbirth, surrogacy, foster care placement, or other legal status or placement. The term “Event” also includes a stillbirth occurring 20 or more weeks into the pregnancy. The term “Event” does not include the adoption of a new spouse’s children following marriage. The birth, adoption or foster care placement of multiple children at the same time constitutes as only one Event.

Dimitria Sullivan, Chair
Sarah E. MacDonald, Vice Chair
James A. MacDonald
Dennis J. Teehan, Jr.
Kevin R. Coughlin

Appendix 4

DEDHAM TOWN HALL
450 Washington Street
P.O. BOX 306
DEDHAM, MA 02026

TEL (781) 751-9100
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Leon I. Goodwin III
Town Manager

Nancy A. Baker
Assistant Town Manager

TOWN OF DEDHAM
Select Board

WEB SITE
www.dedham-ma.gov

E-mail Address for Select Board
freshideas@dedham-ma.gov

MEMORANDUM

To: Select Board
From: Leon I. Goodwin III, Town Manager
Date: January 31, 2022
Subject: Electric Vehicle Charging Station Fee

Recommendation:

Accept as informational.

Background:

Since 2015, the Town of Dedham has owned and operated a two-vehicle or two-port electric vehicle charging station in the Keystone Parking Lot. This is a ChargePoint branded level 2¹ charger that requires users to register for a ChargePoint account through which they can access the Town's charger(s) and thousands of others throughout the United States and Europe.

Recently, the Town acquired² a Nissan Leaf battery electric vehicle ("BEV") for use by the Conservation Department. This is likely the first of several BEVs that will be acquired by the Town. To charge the Town's vehicle(s) and meet public demand, we are in the process of adding a new two-port level 2 charger at Town Hall (with the possibility of adding four additional two-port chargers in the future).

Currently, the two-port charger in the Keystone Parking Lot allows drivers to charge for free. Of course, electricity is not free, and the Town has been paying for the electricity used by the Keystone charger since 2015. In FY21, that cost totaled \$5,466.18 and so far in FY22 has totaled \$4,438.75. While the Town is

¹ A level 2 charger can charge a vehicle approximately 7-10 times faster than a home charger that is typically included with a BEV.

² Using Town of Dedham funds and a \$7,500 MassEVIP grant.

Appendix 4

happy to encourage the use of BEVs and meet public demand through installation of electric vehicle charging infrastructure on public property, free charging has created an inequitable system by which a select few drivers benefit at the cost of the whole Town, and which has also incentivized bad parking/charging habits at the existing chargers³.

Moving forward, based on advice from ChargePoint and our equipment vendor Voltrek, the Town will charge non-municipal vehicles a market rate fee for use. That fee will be adjusted annually on July 1 and will be based on the cost paid by the Town for electricity plus a 10% administrative fee. Currently, that formula will equate to a \$.25/kwh charge for using the Town's charging stations. The average BEV has a 66-kwh battery, which would mean that a fill-up from zero charge would cost the average BEV driver \$16.50. ChargePoint will collect the payment via their system and remit all collected fees to the Town of Dedham monthly.

³ We have received numerous complaints about cars remaining at the charger for 8-10 hours, and the average parking session currently exceeds 4 hours which exceeds the typical visit to Dedham Square.