



TOWN OF WALPOLE
COMMONWEALTH OF MASSACHUSETTS

Walpole Town Hall
135 School Street
Walpole, MA 02081
Phone (508) 660-7281
Fax (508) 660-7303
Email: JJohnson@walpole-m

October 6, 2014

Dear Representative Town Meeting Member,

Enclosed you will find materials to help you prepare for the 2014 Annual Fall Town Meeting that is set to begin on October 20, 2014. This is an extensive Warrant that will address a wide range of important issues.

I look forward to working with each one of you throughout the Town meeting process. I truly appreciate the time and dedication that each Town Meeting member, Board and Committee Member and other Town Officials put into preparing for Town Meeting.

Please feel free to contact this office or any other Town Official to address any questions or concerns you may have once you have completed your review of these documents.

Sincerely,

James A. Johnson
Interim Town Administrator

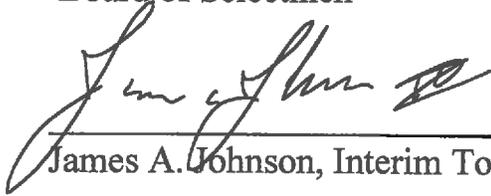


TOWN OF WALPOLE
COMMONWEALTH OF MASSACHUSETTS

Walpole Town Hall
135 School Street
Walpole, MA 02081
Phone (508) 660-7289
Fax (508) 660-7303

To: Board of Selectmen

From:



James A. Johnson, Interim Town Administrator

Date: October 6, 2014

Re: Fall Town Meeting Articles 2, 9 and 10

Please accept this information as a brief overview of Articles 2, 9 and 10. Please contact me if you have any questions prior to Town Meeting.

Article 2 – Budget Adjustments

At this time Finance Committee is recommending that \$175,000 from taxation be transferred into the reserve fund to cover the following expected expenses:

- \$46,000 for potential Fire Personnel Shortage due to a long term illness.
- \$25,000 for a potential shortage in the Asst. Town Accountant Salary due to a long term illness.
- \$17,500 for the Town Administrator Search
- \$11,500 for a consultant to assist the Planning Board
- \$75,000 for Misc. Operational Reserve to cover any unexpected items that may come up.

The Finance Committee has the authority over the Reserve Fund. By transferring \$175,000 into the Reserve Fund the Finance Committee will have the opportunity to review each of these matters on a case by case basis as they come up over the next several months. If the funds are not used the money will be closed out to free cash at the end of this year.

Article 9 – Stabilization

\$175,000 is being recommended by Finance Committee from Free Cash. The Town's current balance in stabilization is \$1,825,483. This will lift the account balance over \$2,000,000.

Article 10 – Other Post-Employment Benefits (OPEB)

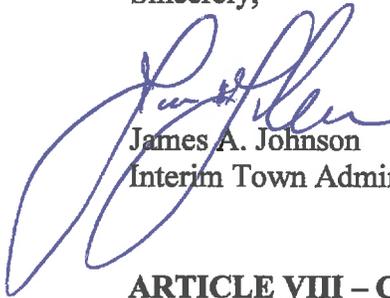
\$67,000 is being recommended by Finance Committee from Taxation. The Town's current balance in the OPEB account is \$1,288,968. This account was started in 2011 with a contribution of \$100,000. Last Spring Town Meeting voted to place \$233,000 in that account. Starting in Fiscal year 2016 the Finance committee has requested that this Town Budget have a specific line item dedicated for OPEB.

Article 11 – DPW Contract

Town Meeting Members

I am pleased to report to all of you that the Town and AFSCME Local 1957 Department of Public Works Union have reached an agreement on a three year contract for the period covering July 1, 2014 through June 30, 2017. At Town Meeting, you will be asked to vote on the funding component of the new contract. Per the Town of Walpole Charter, the changes to the contract as negotiated and agreed to by the parties are summarized below. The language that is being added is shown in bold and highlighted, while the language that is being removed is shown with the strikethrough style. Further, if you wish to view the entire contract you may do so at the office of the Walpole Town Clerk, or on the Walpole website at www.walpole-ma.gov. Should you have any questions prior to Town Meeting, please do not hesitate to contact me.

Sincerely,



James A. Johnson
Interim Town Administrator

ARTICLE VIII – COMPENSATION & CLASSIFICATION AND WAGE PLAN:

In Fiscal Year 2015 the pay scale will be adjusted to reflect a two percent (2%) cost of living adjustment. In addition, in Fiscal Years 2016 and 2017, the cost of living adjustment will be two percent and three quarters percent (2.75%) on July 1st of 2015 and two percent and three quarters percent (2.75%) on July 1, 2016. Salary and wage adjustments for Fiscal Year 2015 shall commence on December 1, 2014 with retroactive pay between July 1, 2014 and December 1, 2014.

ARTICLE XVIII – WORK CLOTHES

All employees shall be required to wear standard uniforms. The Town shall provide uniforms as follows:

Each employee will receive five (5) pairs of uniform pants, five (5) uniform shirts, five (5) tee shirts and one (1) three season jacket each contract year. In addition, each employee shall, upon submittal of a receipt of paid bill, be reimbursed 100% of an amount not to exceed **one hundred fifty dollars (\$150)** per contract year for approved work shoes (OSHA standard steel toed safety shoes). ~~Commencing in year two of this agreement (FY'2010), the work shoe allowance as specified herein shall increase to one hundred and twenty five (\$125) dollars per contract year.~~ One (1) winter weight jacket will also be provided to each employee one time every three (3) years ~~beginning on July 1, 2002.~~ This uniform, the jackets and shirts labeled for identification with affiliation with the Town of Walpole, Department of Public Works or any of its subdivisions, shall be worn by all employees while on duty. All employees, with the exception of those assigned to the Vehicle Maintenance Division, shall be responsible for the cleaning of their uniforms. Employees shall be liable for replacement of any lost items of work

clothing, which is attributable to their negligence. The Town shall provide uniforms and cleaning service for the Vehicle Maintenance Division employees only, i.e. these employees will not be issued the uniforms as stated above, but will be provided with a cleaning service. ~~Commencing in year three of this agreement (FY'2011), and continuing~~ **In two out of three years of the contract each odd numbered fiscal year thereafter,** the Town shall reimburse each employee an amount not exceeding two hundred (\$200) dollars for the purchase of safety eyeglasses.

In the event that a uniform becomes soiled by a hazardous product, the Town will assume responsibility for cleaning. The division superintendent, in conjunction with the Director of Public Works, shall have discretion as to whether or not damaged clothing should be replaced and as to the style and type of uniforms that will be provided.

Employees shall be liable for replacement of any lost items of work clothing, which is attributable to their negligence.

ARTICLE XXVI – INSURANCE:

Effective November 1, 2014, the Employer shall offer Health Insurance for Employees who regularly work in excess of 20 hours per week and 1040 regular hours per fiscal year.

Active Employee contribution rates toward premiums shall be as follows:

Hired prior to January 1, 2003 - 20%

Hired after January 1, 2003 - 30%

Hired on or after November 1, 2014 - 40%

All employees hired prior to November 1, 2014 shall continue to keep their current insurance contribution rate for as long as they are continuously employed by the Town with the exception of layoffs and call backs.

~~Effective January 1, 2012 (December 1, 2011 billing), The Employer will pay eighty percent (80%) and the Employee will pay twenty percent (20%) of the HMO Group Health Insurance so called West Suburban Health Group "Rate Saver" premiums. For employees hired on or after January 1, 2003, the Employer will pay seventy percent (70%) and the Employee will pay thirty percent (30%) of the HMO Group Health Insurance so called West Suburban Health Group "Rate Saver" premiums. For employees employed as of May 1, 2011, the Town will pay the same dollar amount to the HMO/EPO "legacy" plans of the respective carrier that it pays to the HMO/EPO "Rate Saver" plans based upon the percentage splits set fort above. For example, if the Employer's contribution of 80% toward the Network Blue NE Options "Rate Saver" family plan amounts to a contribution of \$1,152.80 per month, the Employer shall contribute only \$1,152.80 per month toward the cost of the "legacy" Network Blue EPO family plan.~~

~~All employees hired after May 1, 2011 shall only be eligible to participate in the HMO/EPO so called "Rate Saver" group health insurance plans.~~

The Employee and the Union agree that the Employer shall notify the Union of changes made to mandatory subjects of collective bargaining by the Board of Directors of the Health Insurance Joint Purchasing Group. The Employer and the Union also agree that

should the Union timely request to meet and discuss any changes to mandatory subjects of collective bargaining, the parties shall meet for the purpose of discussing the impact of the change(s) and not the decision to implement the change(s) itself.

A. Employees covered by this contract that are directed to apply pesticides shall be required to possess a pesticide license as a condition of their employment and who are registered with the Massachusetts Agriculture Department with an active license shall receive an annual stipend of two hundred dollars (\$200).

B. If an employee is assigned to a job of higher classification by the Supervisor, the employee will be entitled to the same step of the higher class while performing in said higher classification.

C. All newly hired employees shall be employed on a probationary basis of one (1) year. During said period the employee may be terminated without cause. At the end of said period, the Employer will either appoint the employee to permanent status or terminate the employee.

D. An employee selected to fill any such vacant position shall be given a maximum of thirty (30) days trial period in the new position at the applicable rate of pay for the position. If at the end of thirty (30) days of such trial period it is determined by his/her supervisor that the employee's performance in such position is not satisfactory, he/she shall be returned to his/her old position and rate of pay.

E. Employees will only advance within each pay grade on an employee's anniversary date or anniversary date of the employee's most recent promotion with the approval of the Town Administrator. If advancement within the pay grade is denied said denial is subject to grievance and arbitration.

F. Water System Technicians, Pump Station Operators, and the Town Hall Custodian shall receive a shift differential of ten percent (10%) per hour when scheduled to work an evening or night shift, Monday through Friday; and a shift differential of ten percent (10%) per hour when scheduled to work a regular shift on Saturday or Sunday.

G. Employees will be required to document all hours worked through the use of a detailed time card at the discretion of Management for the calculation of all hours worked, including overtime on a weekly basis.

H. All employees covered by this agreement shall be required as of November 1, 2014 to enroll in a Direct Deposit program for all payroll compensation. All employees shall have access to electronic payroll information. Printed payroll information and payroll checks, with the exception of annual W-2 forms, shall be discontinued effective November 1, 2014.

ARTICLE XXXII – DURATION OF AGREEMENT:

This Agreement and each of its provisions shall be in effect as of **July 1, 2014** and shall continue in full force and effect until **June 30, 2017**.

This Agreement entered into this _____ day of _____, **2014** subject to appropriation of funds by a Town Meeting to pay the costs agreed herein.

Implementation cost to be appropriated – Total \$44,928

\$32,602.16 - To various departmental budgets (Parks, Cemetery, Highway, Vehicle Maintenance, Building Maintenance)

\$ 9,487.04– Water Enterprise Fund

\$ 2,838.80– Sewer Enterprise Fund

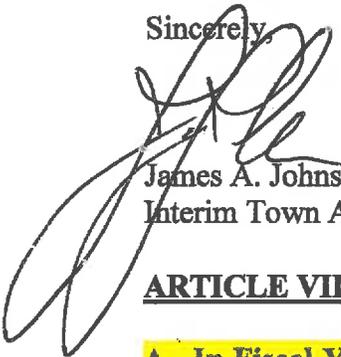
<u>Grade</u>	<u>Title</u>	<u>Fiscal Year / %</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
W-1	Building Custodian	FY'2015 (2%)	\$20.01	\$20.61	\$21.24	\$21.53	\$21.96	\$22.40	\$22.85
	PW Laborer	FY'2016 (2.75%)	\$20.56	\$21.18	\$21.82	\$22.12	\$22.56	\$23.02	\$23.48
		FY'2017 (2.75%)	\$21.13	\$21.76	\$22.42	\$22.73	\$23.18	\$23.65	\$24.12
W-2	Motor Equip Operator	FY'2015 (2%)	\$21.57	\$22.24	\$22.85	\$23.18	\$23.65	\$24.10	\$24.58
	Building Maint.Person	FY'2016 (2.75%)	\$22.16	\$22.85	\$23.48	\$23.82	\$24.30	\$24.76	\$25.26
	Motor Equip Maint Person	FY'2017 (2.75%)	\$22.77	\$23.48	\$24.12	\$24.47	\$24.97	\$25.44	\$25.95
	PW Maint.Person								
W-3	Bldg Maint Craftsperson	FY'2015 (2%)	\$22.96	\$23.18	\$23.38	\$23.67	\$24.14	\$24.62	\$25.11
	PW Maint Craftsperson	FY'2016 (2.75%)	\$23.59	\$23.82	\$24.02	\$24.32	\$24.80	\$25.30	\$25.80
	Wtr Mtr Maint.Person	FY'2017 (2.75%)	\$24.24	\$24.47	\$24.68	\$24.99	\$25.49	\$25.99	\$26.51
	Pump Station Operator								
W-3A	Heavy Motor Equip Op	FY'2015 (2%)	\$23.43	\$23.64	\$23.85	\$24.14	\$24.63	\$25.11	\$25.62
		FY'2016 (2.75%)	\$24.07	\$24.29	\$24.51	\$24.80	\$25.31	\$25.80	\$26.32
		FY'2017 (2.75%)	\$24.74	\$24.96	\$25.18	\$25.49	\$26.00	\$26.51	\$27.05
W-4	Spec Motor Equip Op	FY'2015 (2%)	\$23.62	\$23.95	\$24.30	\$24.68	\$25.16	\$25.67	\$26.19
	Finish Carpenter	FY'2016 (2.75%)	\$24.27	\$24.61	\$24.97	\$25.36	\$25.85	\$26.38	\$26.91
	Sewer Syst/Sept Fac Op	FY'2017 (2.75%)	\$24.94	\$25.29	\$25.65	\$26.06	\$26.56	\$27.10	\$27.65
	WtrMtrMaintRepairPerson/ Cross Connection Inspector								
W-5	Cabinet-Maker- Bldg Maint Specialist	FY'2015 (2%)	\$24.42	\$24.59	\$24.78	\$25.16	\$25.67	\$26.19	\$26.71
		FY'2016 (2.75%)	\$25.09	\$25.27	\$25.46	\$25.85	\$26.38	\$26.91	\$27.44
		FY'2017 (2.75%)	\$25.78	\$25.96	\$26.16	\$26.56	\$27.10	\$27.65	\$28.20
W-5A	Water System Tech Arborist	FY'2015 (2%)	\$24.91	\$25.08	\$25.27	\$25.66	\$26.19	\$26.71	\$27.25
		FY'2016 (2.75%)	\$25.60	\$25.77	\$25.96	\$26.37	\$26.91	\$27.44	\$28.00
		FY'2017 (2.75%)	\$26.30	\$26.48	\$26.68	\$27.09	\$27.65	\$28.20	\$28.77
W-6	Motor Equip Repair Person	FY'2015 (2%)	\$25.23	\$26.08	\$26.97	\$27.37	\$27.92	\$28.47	\$29.04
		FY'2016 (2.75%)	\$25.92	\$26.80	\$27.71	\$28.12	\$28.69	\$29.25	\$29.84
		FY'2017 (2.75%)	\$26.64	\$27.53	\$28.47	\$28.90	\$29.48	\$30.06	\$30.66
W-7	Foreman	FY'2015 (2%)	\$25.87	\$26.72	\$27.64	\$28.05	\$28.61	\$29.17	\$29.75
		FY'2016 (2.75%)	\$26.58	\$27.45	\$28.40	\$28.82	\$29.40	\$29.97	\$30.57
		FY'2017 (2.75%)	\$27.31	\$28.21	\$29.18	\$29.61	\$30.21	\$30.80	\$31.41

Article 12 – Clerical Contract

Town Meeting Members

I am pleased to report to Town Meeting Members that the Town and AFSCME Local 1957 Clerical Union have reached an agreement on a three year contract for the period covering July 1, 2014 through June 30, 2017. At Town Meeting, you will be asked to vote on the funding component of the new contract. Per the Town of Walpole Charter, the changes to the contract as negotiated and agreed to by the parties are summarized below. The language that is being added is shown in bold and highlighted, while the language that is being removed is shown with the strikethrough style. Further, if you wish to view the entire contract you may do so at the office of the Walpole Town Clerk, or on the Walpole website at www.walpole-ma.gov. Should you have any questions prior to Town Meeting, please do not hesitate to contact me.

Sincerely,



James A. Johnson
Interim Town Administrator

ARTICLE VIII – COMPENSATION & CLASSIFICATION AND WAGE PLAN:

A. In Fiscal Year 2015 the pay scale will be adjusted to reflect a two percent (2%) cost of living adjustment. In addition, in Fiscal Years 2016 and 2017, the cost of living adjustment will be two percent and three quarters percent (2.75%) on July 1st of 2015 and two percent and three quarters percent (2.75%) on July 1, 2016. Salary and wage adjustments for Fiscal Year 2015 shall commence on December 1, 2014 with retroactive pay between July 1, 2014 and December 1, 2014.

B. Commencing in Fiscal Year 2015 (July 2014), the wage scale (SCHEDULE A) for the Town Hall Clerical Union reflects the following cost of living adjustments:

FY'2015: 2%

FY'2016: 2.75%

FY'2017: 2.75%

~~— In Fiscal Year 2012 the scale as shown for has been adjusted to reflect a one and one half percent (1.5%) cost of living adjustment. In addition, in Fiscal Years 2013 and 2014, the cost of living adjustment will be two (2%) percent on July 1st of 2012 and two percent (2%) on July 1, 2013. Salary and wage adjustments for Fiscal Year 2012 shall commence on December 1, 2011 with no retroactive pay between July 1, 2011 and December 1, 2011.~~

C. Employees hired prior to May 1, 2005 will only advance within each pay grade on

July 1 of each fiscal year commencing in Fiscal Year 2007 (July 1, 2006) with the approval of the Department Head and the Town Administrator. All new employees hired after that date will only advance within each pay grade on the employee's anniversary date or anniversary date of the employee's most recent promotion with the approval of the Department Head and the Town Administrator. If advancement within the pay grade is denied, said denial is subject to grievance and arbitration.

- D. Whenever a bargaining unit position is vacated for any reason, the Department Head or the Town Administrator may make a temporary written assignment of a lower-classified employee to perform the duties of the position. From the first day performing the duties of the position, the employee shall be compensated at the higher scale so as to provide an increment of at least \$10.00 per week.
- E. When possible new employees shall be hired at the minimum rate of the appropriate pay grade. All newly hired employees shall be employed on a probationary basis for one (1) year. During said period the employee may be terminated without cause. At the end of said probationary period the Employer will decide whether to appoint the employee permanently or to terminate the employee's service, based upon the performance of the employee and the recommendation of the employee's supervisor.
- F. Employees will be required to document all hours worked through the use of a detailed time card at the discretion of Management for the calculation of all hours worked including overtime on a weekly basis.
- G. If an employee is temporarily assigned to a job of a higher classification by the Supervisor, the employee will be entitled to the same step of a higher class while performing in said classification.
- H. Employees who are required to use their own vehicle for work related duties shall be reimbursed at the IRS mileage rate. Employees shall submit and be paid for their mileage use on a monthly basis. In the event that a Town vehicle is available, this reimbursement shall not apply.

I. All employees covered by this agreement shall be required as of November 1, 2014 to enroll in a Direct Deposit program for all payroll compensation. All employees shall have access to electronic payroll information. Printed payroll information and payroll checks, with the exception of annual W-2 forms, shall be discontinued effective November 1, 2014.

ARTICLE XXIV – INSURANCE:

Effective November 1, 2014, the Employer shall offer Health Insurance for Employees who regularly work in excess of 20 hours per week and 1040 regular hours per fiscal year.

Active Employee contribution rates toward premiums shall be as follows:

Hired prior to January 1, 2003 - 20%

Hired after January 1, 2003 – 30%

Hired on or after November 1, 2014 - 40%

All employees hired prior to November 1, 2014 shall continue to keep their current insurance contribution rate for as long as they are continuously employed by the Town with the exception of layoffs and call backs.

~~Effective January 1, 2012 (December 1, 2011 billing), the Employer will pay eighty percent (80%) and the Employee will pay twenty percent (20%) of the HMO Group Health Insurance so called West Suburban Health Group "Rate Saver" premiums. For employees hired on or after January 1, 2003, the Employer will pay seventy percent (70%) and the Employee will pay thirty percent (30%) of the HMO Group Health Insurance so called West Suburban Health Group "Rate Saver" premiums. For employees employed as of May 1, 2011, the Town will pay the same dollar amount to the HMO/EPO "legacy" plans of the respective carrier that it pays to the HMO/EPO "Rate Saver" plans based upon the percentage splits set forth above. For example, if the Employer's contribution of 80% toward the Network Blue NE Options "Rate Saver" family plan amounts to a contribution of \$1,152.80 per month, the Employer shall contribute only \$1,152.80 per month toward the cost of the "legacy" Network Blue EPO family plan.~~

~~All employees hired after May 1, 2011 shall only be eligible to participate in the HMO/EPO so called "Rate Saver" group health insurance plans.~~

The Employee and the Union agree that the Employer shall notify the Union of changes made to mandatory subjects of collective bargaining by the Board of Directors of the Health Insurance Joint Purchasing Group. The Employer and the Union also agree that should the Union timely request to meet and discuss any changes to mandatory subjects of collective bargaining, the parties shall meet for the purpose of discussing the impact of the change(s) and not the decision to implement the change(s) itself.

In two out of three years of the contract ~~each odd numbered fiscal year thereafter,~~ the Town shall reimburse each employee an amount not exceeding two hundred (\$200) dollars for the purchase of eyeglasses.

ARTICLE XXX – DURATION OF AGREEMENT:

This Agreement and each of its provisions shall be in effect as of July 1, 2014 and shall continue in full force and effect until June 30, 2017.

Implementation cost to be appropriated – Total \$15,402

\$12,824.95 - To various departmental budgets (Building Commissioner, Board of Health, DPW Administration, Board of Assessors, Treasurer/Tax Collector, Board of Registrars, Purchasing and Town Clerk,)

\$1,861.02 – Water Enterprise Fund

\$716.03 – Sewer Enterprise Fund

TOWN OF WALPOLE - TOWN HALL CLERICAL WAGE SCALE

"SCHEDULE A"

	C-1	Customer Service Representative			
	C-2	Staff Assistant		C-4	Senior Staff Assistant
	C-3	Payroll Assistant		C-5	Assistant Town Clerk
		Purchasing Assistant			

FISCAL YEAR 2015 - JULY 1, 2014 - JUNE 30, 2015 (2%)

<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>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
C-1	\$19.25	\$ 19.73	\$20.22	\$20.73	\$21.25	\$21.78	\$22.32	\$22.88	\$23.45	\$24.04	\$24.64	\$25.25	\$25.89	\$26.53	\$27.20
C-2	\$20.33	\$ 20.84	\$21.36	\$21.89	\$22.44	\$23.00	\$23.57	\$24.16	\$24.77	\$25.39	\$26.02	\$26.67	\$27.34	\$28.02	\$28.72
C-3	\$21.44	\$ 21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.86	\$25.49	\$26.12	\$26.78	\$27.45	\$28.13	\$28.83	\$29.56	\$30.29
C-4	\$22.52	\$ 23.08	\$23.66	\$24.25	\$24.86	\$25.48	\$26.12	\$26.77	\$27.44	\$28.13	\$28.83	\$29.55	\$30.29	\$31.05	\$31.83
C-5	\$23.64	\$ 24.23	\$24.84	\$25.46	\$26.10	\$26.75	\$27.42	\$28.10	\$28.81	\$29.53	\$30.27	\$31.02	\$31.80	\$32.59	\$33.41

FISCAL YEAR 2016 - JULY 1, 2015 - JUNE 30, 2016 (2.75%)

<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>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
C-1	\$19.78	\$ 20.27	\$20.78	\$21.30	\$21.83	\$22.38	\$22.93	\$23.51	\$24.10	\$24.70	\$25.32	\$25.95	\$26.60	\$27.26	\$27.94
C-2	\$20.89	\$ 21.41	\$21.95	\$22.49	\$23.06	\$23.63	\$24.22	\$24.83	\$25.45	\$26.09	\$26.74	\$27.41	\$28.09	\$28.79	\$29.51
C-3	\$22.03	\$ 22.58	\$23.15	\$23.72	\$24.32	\$24.92	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63	\$30.37	\$31.13
C-4	\$23.14	\$ 23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.84	\$27.51	\$28.19	\$28.90	\$29.62	\$30.36	\$31.12	\$31.90	\$32.70
C-5	\$24.29	\$ 24.90	\$25.52	\$26.16	\$26.82	\$27.49	\$28.17	\$28.88	\$29.60	\$30.34	\$31.10	\$31.88	\$32.67	\$33.49	\$34.33

FISCAL YEAR 2017 - JULY 1, 2016 - JUNE 30, 2017 (2.75%)

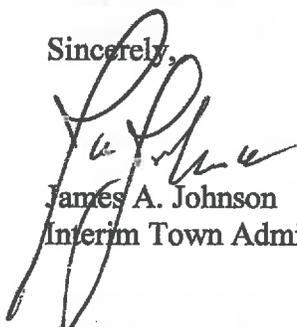
<u>Grade</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
C-1	\$20.32	\$ 20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.57	\$24.15	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71
C-2	\$21.46	\$ 22.00	\$22.55	\$23.11	\$23.69	\$24.28	\$24.89	\$25.51	\$26.15	\$26.80	\$27.47	\$28.16	\$28.86	\$29.59	\$30.33
C-3	\$22.64	\$ 23.20	\$23.78	\$24.38	\$24.99	\$25.61	\$26.25	\$26.91	\$27.58	\$28.27	\$28.98	\$29.70	\$30.44	\$31.20	\$31.98
C-4	\$23.78	\$ 24.37	\$24.98	\$25.61	\$26.25	\$26.90	\$27.57	\$28.26	\$28.97	\$29.69	\$30.44	\$31.20	\$31.98	\$32.78	\$33.60
C-5	\$24.96	\$ 25.59	\$26.23	\$26.88	\$27.55	\$28.24	\$28.95	\$29.67	\$30.41	\$31.17	\$31.95	\$32.75	\$33.57	\$34.41	\$35.27

Article 14 – Library Contract

Town Meeting Members

I am pleased to report to Town Meeting Members that the Town and AFSCME Local 1957 Library Union have reached an agreement on a three year contract for the period covering July 1, 2014 through June 30, 2017. At Town Meeting, you will be asked to vote on the funding component of the new contract. Per the Town of Walpole Charter, the changes to the contract as negotiated and agreed to by the parties are summarized below. The Language that is being added is shown in bold and highlighted, while the language that is being removed is shown with the strikethrough style. Further, if you wish to view the entire contract you may do so at the office of the Walpole Town Clerk, or on the Walpole website at www.walpole-ma.gov. Should you have any questions prior to Town Meeting, please do not hesitate to contact me.

Sincerely,



James A. Johnson
Interim Town Administrator

ARTICLE XII – HOLIDAYS:

Permanent employees will be granted the listed holidays as a day (as defined in Article XI) with pay provided the employee worked the regularly scheduled hours on the last scheduled day prior to the holiday and the first scheduled day after the holiday.

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Patriot's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

Employees scheduled to work on any holiday with scheduled hours greater than the employee's defined "day" (as defined in Article XI) may work an additional number of hours as assigned by the Library Director in that same week to make up the difference between the regularly scheduled holiday hours and the number of hours in the employee's defined day.

For the intent of the employees covered by this contract the Library shall be considered is closed on July 3rd of each year. Holiday pay shall be given for July 3rd for employees scheduled to work and the evening before Thanksgiving for the hours from 5:00 p.m. until closing. Holiday pay shall be given for Christmas Eve Day and New Year's Eve Day for hours equal to those given to Town Hall members of this Union. Should other members of this Union

not receive holiday pay for these days, then Holiday pay will revert to past practice. Should the Library remain open any member of this bargaining unit who worked those hours shall be paid time and one half for the holiday time.

If a holiday occurs within an employee's vacation period, he/she shall receive holiday pay, not vacation pay, for that holiday.

ARTICLE XVIII – CLASSIFICATION AND WAGE PLAN:

A. The Classification and Wage Plan, as shown in the Wage Scale in "Attachment A" reflect the increases" as set forth below:

In Fiscal Year 2015 the pay scale will be adjusted to reflect a two percent (2%) cost of living adjustment. In addition, in Fiscal Years 2016 and 2017, the cost of living adjustment will be two percent and one half percent (2.5%) on July 1st of 2015 and two and three quarters percent (2.75%) on July 1, 2016. Salary and wage adjustments for Fiscal Year 2015 shall commence on December 1, 2014 with retroactive pay between July 1, 2014 and December 1, 2014.

Step increases shall be effective on July 1st of each succeeding year for employees hired before July 1, 2008. Employees hired after that date will receive step increases on their anniversary date.

- B. Employees will be required to document all hours worked through the use of a detailed time card signed by both the employee and the supervisor for the calculation of all hours worked including overtime on a weekly basis.
- C. All newly hired employees shall be employed on a probationary basis for the first twelve (12) months; and at the end of said period, the Employer will either appoint the employee permanently or terminate the employee's services based upon the performance of the employee and the recommendation of the employee's supervisor.

D. All employees covered by this agreement shall be required as of November 1, 2014 to enroll in a Direct Deposit program for all payroll compensation. All employees shall have access to electronic payroll information. Printed payroll information and payroll checks, with the exception of annual W-2 forms, shall be discontinued effective November 1, 2014

ARTICLE XXVIII – INSURANCE:

Effective November 1, 2014, the Employer shall offer Health Insurance for Employees who regularly work in excess of 20 hours per week AND 1040 regular hours per fiscal year.

Active Employee contribution rates toward premiums shall be as follows:

Hired prior to November 1, 2014 - 30%

Hired on or after November 1, 2014 - 40%

All employees hired prior to November 1, 2014 shall continue to keep their current insurance contribution rate for as long as they are continuously employed by the Town with the exception of layoffs and call backs.

~~Effective January 1, 2012 (December 1, 2011 billing), The Employer will pay seventy percent (70%) and the Employee will pay thirty percent (30%) of the HMO Group Health Insurance so called West Suburban Health Group "Rate Saver" premiums. For employees employed as of May 1, 2011, the Town will pay the same dollar amount to the HMO/EPO "legacy" plans of the respective carrier that it pays to the HMO/EPO "Rate Saver" plans based upon the percentage splits set fort above. For example, if the Employer's contribution of 70% toward the Network Blue NE Options "Rate Saver" family plan amounts to a contribution of \$1,152.80 per month, the Employer shall contribute only \$1,152.80 per month toward the cost of the "legacy" Network Blue EPO family plan.~~

~~All employees hired after May 1, 2011 shall only be eligible to participate in the HMO/EPO so-called "Rate Saver" group health insurance plans.~~

The Employee and the Union agree that the Employer shall notify the Union of changes made to mandatory subjects of collective bargaining by the Board of Directors of the Health Insurance Joint Purchasing Group. The Employer and the Union also agree that should the Union timely request to meet and discuss any changes to mandatory subjects of collective bargaining, the parties shall meet for the purpose of discussing the impact of the change(s) and not the decision to implement the change(s) itself.

ARTICLE XXX – DURATION OF AGREEMENT

This Agreement and each of its provisions shall be in effect as of July 1, 2014 and shall continue in full force and effect until June 30, 2017.

Implementation cost to be appropriated – Total \$4,971

TOWN OF WALPOLE - LIBRARY EMPLOYEES WAGE SCALE

"ATTACHMENT A"

	<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>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
FY2015 (7/1/14 - 2%)	\$ 16.39	\$ 16.72	\$ 17.05	\$ 17.39	\$ 17.74	\$ 18.10	\$ 18.46	\$ 18.83	\$ 19.21	\$ 19.59	\$ 19.98	\$ 20.38	\$ 20.79	\$ 21.20	\$ 21.63
FY2016 (7/1/15 - 2.5%)	\$ 16.80	\$ 17.14	\$ 17.48	\$ 17.83	\$ 18.19	\$ 18.55	\$ 18.92	\$ 19.30	\$ 19.69	\$ 20.08	\$ 20.48	\$ 20.89	\$ 21.31	\$ 21.73	\$ 22.17
FY2017 (7/1/16 - 2.75%)	\$ 17.26	\$ 17.61	\$ 17.96	\$ 18.32	\$ 18.69	\$ 19.06	\$ 19.44	\$ 19.83	\$ 20.23	\$ 20.63	\$ 21.04	\$ 21.46	\$ 21.89	\$ 22.33	\$ 22.78



TOWN OF WALPOLE
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Article 15 and Article 16

Overview

Article 15

Town Meeting Members are being asked to consider funding for the costs associated with preparing a parking lot for the West Side of South Street (on the Superfund Site). As part of the agreement that the Town entered into with the Responsible Parties and the State and Federal Governments the Town will be responsible for placing the electrical conduits in the parking lot, the striping of the parking lot and the installation of the lighting for the parking lot. The Responsible Parties will be responsible for the capping the site and construction of a parking lot on this site.

Article 16

Town Meeting Members are being asked to consider funding for the costs associated with the preparation and demolition of the buildings on the East Side of South Street (on the Superfund Site). As part of the agreement with the Attorney General's office for a "Covenant Not To Sue" the Town has agreed that it will use the site for "municipal purposes" in the future. Per the agreement the Town is responsible for the demolition of the buildings and the Responsible Parties must come in and clean up in the areas around and inside of the buildings.

The requested amount for this article is \$1.648 million dollars. This figure is based upon an estimate provided in the Fuss and O'Neill site analysis and redevelopment report that is on file in the Selectmen's office and Board of Health office.

Thank you for taking the time to review this information and please feel free to contact Interim Town Administrator Jim Johnson or Board of Health Director Robin Chapell if you have any questions prior to Town Meeting regarding these articles.