

Article 7
2014 Annual Town Meeting
Needham Independent Public Employees Association/Public Works

		<u>Amount</u>	<u>Percent</u>
Fiscal Year 2015	Base Wage Increase effective 7/1/14	\$ 77,819	2.50%
	Expand Hazard Pay & Incorporate in Base	\$ 29,302	0.94%
	Cost of Step & Other Contractual Increases	\$ 37,532	1.21%
	Vacation Buy Back (RTS only)	\$ 8,542	0.27%
	Snow Operations Pay for RTS	<u>\$ 4,000</u>	<u>0.13%</u>
	Total	\$157,195	5.05%
Fiscal Year 2016	Base Wage Increase effective 7/1/15	\$ 32,662	1.00%
	Base Wage Increase effective 1/1/16	\$ 16,383	0.50%
	Cost of Steps & Other Contractual Increases	<u>\$ 47,061</u>	<u>1.44%</u>
	Total	\$ 96,106	2.94%
Fiscal Year 2017	Base Wage Increase effective 7/1/16	\$ 82,975	2.47%
	Cost of Steps & Other Contractual Increases	<u>\$ 30,772</u>	<u>0.91%</u>
	Total	\$113,747	3.38%

Key Language Items

- Incorporate meal and clothing allowance into base pay.
- Reimburse Garage employees for broken tools up to \$500 per year.
- Eliminate mandatory overtime at RTS, grandfathering existing employees for a minimum of four days per week during the term of the agreement.
- Convert “snow personal day” to standard personal day.
- Implement an electronic time keeping system.
- Authorize mandatory direct deposit.