

Town of Sandisfield

Select Board

Minutes for Select Board Executive Session held on Thursday, September 14, 2023 at 2:30PM at the Town Hall, 66 Sandisfield Road, Sandisfield, MA

Members present: Steve Seddon, John Field, Robert Fedell, Jonathan Sylbert, Jay Osowski

1. Motion to enter Open Session

2. Motion to open Executive Session under MGL c. 30A Section 21 #3 to conduct collective bargaining

A motion was made, seconded and so voted to open Executive Session under MGL c. 30A Section 21 #3 to conduct collective bargaining

Steve Seddon	Aye
John Field	Aye
Robert Fedell	Aye

The goal of this meeting is to better align the rates of pay for the Sandisfield DPW with surrounding towns. The DPW currently has two vacancies and with many other town's hiring for the same position at a higher rate of pay, it's difficult to find interested candidates.

Steve put together some information directly comparing surrounding towns with Sandisfield's current wage schedule. The original wage schedule presents increases in hourly pay over the course of three years, depending on the types of licenses the employee held. Steve recommends moving to the wages identified in year three, which would raise the rate of two current DPW employees as well.

Additionally, Steve would like to add two new positions with separate rates of pay, a Grader Operator and Working Foreman. The Grader Operator would be a full-time position dedicated to maintaining the roads and will assist in lowering the amount of road damage. The Working Foreman would operate as the DPW Superintendent in their absence. The rates for both these positions were established by comparing the wages of similar positions in surrounding towns.

There is concern that moving all DPW employees to Year 3 still would not make the position appealing. John Field suggests bumping all the hourly rates in Year 3 up by two dollars, and Laborer 9 & 10 by three dollars, as he feels it will attract more candidates. There is brief discussion regarding where the proposed Grader/Operator and Working Foreman would sit in the matrix. Ultimately it's decided to make the Working Foreman the highest paid position. The proposed Wage Matrix change reads as follows:

Classification Requirements	Year 1 FY 2023	Year 2 FY 2024	Year 3 FY 2025
Part Time Laborer 1 Driver's License, no benefits	\$20.60	\$23.86	\$24.58
Full Time Laborer 2 Driver's License, benefits	\$19.57	\$22.76	\$23.44
Laborer 3 Driver's License & one of 2A/4G	\$20.60	\$23.86	\$24.58
Laborer 4 Driver's License & 2A & 4G	\$21.63	\$24.95	\$25.70
Laborer 5 Class B CDL	\$22.66	\$26.04	\$26.82
Laborer 6 Class B CDL & one of 2A/4G	\$23.95	\$27.41	\$28.23
Laborer 7 Class B CDL & 2A & 4G	\$24.72	\$28.22	\$29.07
Laborer 8 Class A CDL	\$25.75	\$29.32	\$30.20
Laborer 9 Class A CDL & one of 2A/4G	\$26.01	\$30.59	\$31.51
Laborer 10 Class A CDL & 2A & 4G	\$26.78	\$31.41	\$32.35
Grader Operator/Laborer Class A CDL & 2A & 4G	-	\$32.90	\$33.89
Working Foreman Class A CDL & 2A & 4G	-	\$34.93	\$35.98

Union Representative, Jay Osowski enters the meeting. Steve explains that due to inflation and the need in surrounding Towns, Sandisfield's current wage matrix is not competitive, making it difficult to attract new employees. The Select Board has agreed to skip to Year 3 of the current wage matrix, add two additional dollars to Laborers 2-8, and three dollars to Laborer 9 & 10.

Additionally, Steve proposes the creation of a Grader Operator and Working Foreman. Jay reads the job descriptions and poses concern on the Foreman reporting strengths and weaknesses within the department and employees, as he fears it will divide the

workforce. He also notes the Working Foreman should not be permitted to take disciplinary action on any employee. Jay will draft an updated Foreman job description and return it to the Select Board tomorrow. It's clarified that the Grader Operator would also conduct regular Laborer tasks during the off-season. Jay requests the position title be changed to "Grader Operator/Laborer" to avoid any confusion.

Once Jay submits his Working Foreman job description, an addendum to the Union Contract will be created for both parties to sign. A second executive session is not necessary; the Select Board can vote to approve the new Working Foreman language and the addendum as a whole at their next public meeting. Jay exits the meeting.

There is a brief discussion on notifying Sandisfield residents of the new wage matrix and positions.

A motion was made, seconded and so voted to allow Steve Seddon to accept the new Working Foreman language from the Union Representative once it is received.

Steve Seddon	Aye
John Field	Aye
Robert Fedell	Aye

3. Motion to adjourn Executive Session

A motion was made, seconded and so voted to exit Executive Session.

Steve Seddon	Aye
John Field	Aye
Robert Fedell	Aye

A motion was made, seconded and so voted to exit open session.

Steve Seddon	Aye
John Field	Aye
Robert Fedell	Aye

Meeting adjourned at 3:51pm

Steve Seddon

John Field

Robert Fedell