

Town of Sandisfield

Select Board
December 6, 2021

Minutes for Select Board Work Session with Victor Santiago held on Monday, December 6, 2021 at 6:00p.m. at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Alex Bowman, Steve Seddon, Kevin Flynn, Victor Santiago, David McCuin

Called to order at 6:00PM

1. Union negotiations over 2021-2022 DPW contract

George Riley summarizes the current proposals:

- One-year agreement to June 30, 2022 to give the Select Board the opportunity to research and propose incentives for employee licenses and reimbursement agreements.
- A 2% cost of living adjustment increase retroactive to July 1, 2021.
- Evaluations for employee performance bonuses will be completed by the first week of March, and bonuses paid by the first week of June.
- All employees paid bi-weekly shall be granted an additional holiday on June 19th; any employee not granted this holiday may take it, with permission from the DPW Superintendent, as a vacation or personal day.
- The October 12th holiday shall be designated as Indigenous Peoples' Day.

George reads an email sent to Victor Santiago elaborating on the fourth proposal, and notes that David McCuin is the only employee who has expressed to the Select Board objection to bi-weekly payroll. He explains that keeping David on weekly payroll would mean issuing an additional 26 paychecks annually to him, each of which would be processed by the Treasurer and Accountant, signed by the Select Board, then written, printed and entered into the system by the Treasurer, and finally entered into the General Ledger by the Accountant. This additional work would amount to over 30 minutes every two weeks, which is 13 hours annually. In consideration of this extra time and expense, the Select Board asks David to forgo 7.5 hours of additional time off (holiday, vacation or personal). If he does not see this as reasonable, he can choose to be paid bi-weekly. This option would be made available to all DPW employees.

Victor proposes increasing the COLA to 5% based on the Select Board granting another town employee a 10% raise. George explains this was because the employee hadn't received a raise in 10 years, aside from her annual 2% COLA increase. The DPW receives an annual COLA increase, as well as a raise every 5 years. Steve Seddon explains this is why it is important to reevaluate the contract in regards to incentives for acquiring licenses; the Select Board wants the DPW employees to feel appreciated and motivated. The Select Board aims to re-negotiate this contract in the Spring after research has been done. Victor suggests taking a look at how much other DPW

employees make in other towns to determine if a higher percent COLA increase would be reasonable. Steve notes he's already begun some research on licenses and spoken with Brad to pinpoint what licenses are priorities.

A follow-up meeting to finalize the Union contract is scheduled for Monday, December 13 at 6:00pm. Victor and David exit the meeting.

George clarifies that a CDL is required in the job description for DPW employees. However, one DPW employee was hired without this license with the understanding they would acquire it within their employment. He has now attempted to obtain the license twice, but has failed to do so. Kevin Flynn suggests creating a deadline for this license, and if the license is not acquired by the set deadline, the employee will receive a pay decrease. Steve notes this is the most prominent reason the Select Board opted for the one-year contract agreement; they would like to research licenses to incentivize the DPW employees, for it is unfair all DPW employees earn the same amount regardless if one has the proper licenses or not.

Kevin suggests creating a wage survey for all the departments. George agrees and predicts the town will have to increase the wages on many of the positions in the coming future.

Meeting adjourned at 6:50pm.

George Riley

Alex Bowman

Steve Seddon