

Town of Sandisfield

Select Board
February 28, 2022

Minutes for Select Board Executive Session held on Monday, February 28, 2022 at 6:00p.m. at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Alex Bowman, Steve Seddon, Kevin Flynn, Brad Curry

Called to order at 6:00PM

1. Discuss priorities in preparation for negotiation with International Brotherhood of Teamsters Local Union No. 404

George motions to enter executive session for the purpose of discussing strategy in reference to DPW Union negotiations. Alex seconds. Motion passes unanimously.

Roll-call vote: Alex, yes. Steve, yes. George, yes.

Steve Seddon goes over the documents he created. He represented the three-year contract with a 3% COLA. This also represents the 0.25 cent raise for every five years of work.

Steve focused on how people are not being compensated for their work based on their licenses and experience. He composed a wage matrix which lists all possible licenses and includes what the pay rates would be. A list of what licenses each of the DPW employees currently have and their pay rate is also presented. Steve notes there has not been any reward for years of experience or acquiring licenses, he references Dave McCuin, who has 17 years of experience only getting paid a dollar more than someone with three years experience. He also notes that Ralph Leavensworth was not given his 0.25 cent raise for his five years of service; this should be reconciled retroactive to July 1, 2021.

Steve suggests installing GPS in all DPW vehicles and equipment, which will establish more accountability. If it can be proven an employee has regularly made their quota for hours spent plowing, mowing, etc, that is justification for the annual performance bonus. However, GPS tracking will not be the only factor when determining bonuses. GPS is also a safety tool. If an employee becomes stranded due to mechanical failure, said employee can be located with this system. The system can also be used to create transparency between the DPW and the public. It can act as a tool to help resolve disputes.

All employees will be asked to carry an OSHA 10 card, Flagger's certificate and chainsaw safety. The town will pay for these and Brad notes this is included in employee training. The town will also pay for any additional hoisting and CDL license expenses. In return the town will receive a time commitment where the employee agrees to continue working for the town for a period of one year per \$1,000 spent by the town. If employment stops due to termination or resignation, the employee will be obligated to pay back the expense. This will be extended to new and current employees.

Failure to maintain licenses for new employees will result in a demotion of pay to the highest available class for which qualified. Steve notes that Keith Larson is paid very well for having little qualifications. The town paid for his CDL schooling three years ago, but he has yet to acquire this license. Keith claims two previous Select Board members told him he did not need to acquire a CDL because he had a mowing license, but this agreement is undocumented. Steve notes the importance of addressing this discrepancy, for it creates animosity within the DPW.

Brad notes that he wants to disclose that acquiring any of the licenses does not automatically mean that they won't be on their feet doing grunt work. Utilizing the heavy equipment and vehicles will depend on skill and qualification/experience. Steve notes that there should not be seniority choice of jobs, and tasks should be given out at the discretion of the DPW Superintendent.

Alex questions whether a part-time employee might receive a higher starting wage because they do not receive benefits.

If the regular Transfer Station employee is out for any reason, the employee covering should make their normal wages, not time and a half as it is currently structured. An effort to hire an attendant with a rate of pay justifiable to the skill set needed to perform the duty should be made.

George suggests offering the Union the 3% COLA for the first year, and then provide the option to go to the Social Security COLA agreement, which can fluctuate.

Alex suggests making an addendum to the rule that the DPW Superintendent cannot respond to emergencies, that would allow the Superintendent to respond if the emergency work is one hour or less.

Alex motions to exit executive session. George seconds. Motion passes unanimously.

Roll-call vote: Steve, yes. Alex, yes. George, yes.

Meeting adjourned at 7:02pm.

George Riley

Alex Bowman

Steve Seddon