

CITY OF NEWTON

IN BOARD OF ALDERMEN

FINANCE COMMITTEE REPORT

MONDAY, NOVEMBER 17, 2014

Present: Ald. Gentile (Chairman), Ciccone, Norton, Brousal-Glaser, Rice, Blazar, Fuller, and Lappin

City staff present: Maureen Lemieux (Chief of Staff/Chief Financial Officer)

#404-14 HIS HONOR THE MAYOR requesting authorization to the transfer funds from different accounts to various municipal departments to fund items contained in the newly ratified collective bargaining agreement between the City of Newton and AFSCME Local 3092. [10/27/14 @ 5:12 PM]

ACTION: **APPROVED 7-0-1**

NOTE: Chief of Staff Maureen Lemieux presented the request for a transfer of \$126,500 from Free Cash to a number of municipal departments to fund the collective bargaining agreement between the City and American Federation of State, County and Municipal Employees (AFSME), City Hall Associates, Local 3092. The contract covers approximately 200 employees of the City of Newton. The contract calls for 3% increases in some steps, increases to longevity payments and a one-time \$300 signing bonus.

Ms. Lemieux added that the Administration's policy is not to increase the overall salary and benefits costs for employees more than 2.5% a year. The administration is using attrition to ensure that salary and benefit costs do not increase more than the 2.5% because of the AFSME contract. When a vacant position is filled within the City, generally the people who are filling the vacant positions start at with a smaller salary than their predecessor, particularly in union positions due to contract language that dictates what Grade and Step people can start at

Several Committee members were upset that the union contract was not provided to the Committee in a timely manner. It is important that the Committee members have an opportunity to review information needed to make an informed decision. The Committee discussed the role of the Board of Aldermen in contract negotiations. The Nurses' Union and the Foremen's Union have recently settled their contracts with the City without discussion by the Board of Aldermen. Those two contracts did not come to the Board of Aldermen, as they did not require additional funding to settle the contract. It is clear that the Board does not have an official role in the negotiations but there are times when the Board of Aldermen is asked to authorize the funding to support the agreed upon contract. With that, a motion for approval was made and carried by a vote of seven in favor and one abstention.

Respectfully submitted,

Leonard J. Gentile, Chairman