



TOWN OF SWAMPSCOTT
SELECT BOARD EXECUTIVE SESSION MINUTES
APRIL 22, 2022, 9:15 A.M.
VIRTUALLY

SELECT BOARD MEMBERS PRESENT: NEAL DUFFY (ACTING CHAIR), DONALD HAUSE & PETER SPELLIOS

MEMBERS ABSENT: DAVID GRISHMAN, POLLY TITCOMB

OTHER TOWN OFFICIALS PRESENT: SEAN FITZGERALD, TOWN ADMINISTRATOR; AMY SARRO, DIRECTOR OF FINANCE & ADMINISTRATION; ATTORNEY DARREN KLEIN, KP LAW, PC

EXECUTIVE SESSION - G.L. c.30A, §21(A)(3) TO DISCUSS STRATEGY WITH RESPECT TO COLLECTIVE BARGAINING IF AN OPEN MEETING MAY HAVE A DETRIMENTAL EFFECT ON THE BARGAINING POSITION OF THE TOWN AND THE CHAIR SO DECLARES – DPW UNION, CLERICAL UNION, LIBRARY UNION, FIRE UNION, POLICE UNION

EXECUTIVE SESSION - G.L. c.30A, §21(A)(3) TO DISCUSS STRATEGY WITH RESPECT TO NON-UNION EMPLOYEE CONTRACTS IF AN OPEN MEETING MAY HAVE A DETRIMENTAL EFFECT ON THE BARGAINING POSITION OF THE TOWN AND THE CHAIR SO DECLARES.

UPON **MOTION**, DULY MADE BY DONALD HAUSE, SECONDED BY PETER SPELLIOS, IT WAS UNANIMOUSLY **VOTED**: TO ENTER INTO NON-PUBLIC EXECUTIVE SESSION: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

1. COLLECTIVE BARGAINING:

a. AMY SARRO, DIRECTOR OF FINANCE & ADMINISTRATION, SHOWED A BRIEF PRESENTATION OUTLINING ALL OF THE COLLECTIVE BARGAINING AGREEMENTS AS WELL AS NON- UNION CONTRACTS REACHED TO DATE:

i. **DPW AFSCME COUNCIL 93, LOCAL 2610 – 16 FULL-TIME MEMBERS:** 3 YEAR COLA INCREASES OF 3%/2%/2.5% FOR A COST OF \$97,630; INCREASED STIPENDS FOR D-2 LICENSE AND ADDED STIPENDS FOR D-1 AND CLASS-A LICENSES FOR A COST OF \$3,745/YEAR; \$2,500 ONE-TIME BONUS/MEMBER UPON RATIFICATION FOR A COST OF \$40,000; MANAGEMENT RIGHTS & MAJOR ENHANCEMENTS OF INSTALLATION OF AUTOMATED TIME CLOCKS AND GPS DEVICES IN ALL TOWN VEHICLES.

THERE WAS A BRIEF DISCUSSION ABOUT THE MAX. NUMBER OF LICENSES THAT ARE NEEDED – ONLY EMPLOYEES WHO WORK IN WATER & SEWER (9 TOTAL) ARE ELIGIBLE.

ii. **ADMIN AFSCME COUNCIL 93, LOCAL 2610 – 6 MEMBERS (5 FULL-TIME, 1 PART-TIME):** 3-YEAR COLA INCREASES OF 2%/2%/2% FOR A COST OF \$18,000; ADDED NOTARY PUBLIC STIPEND OF \$400/MEMBER FOR A COST OF \$800/YEAR; IMPROVED WAGE TABLE FOR ANNUAL STEPS & IMPROVED LONGEVITY TABLE; \$1,500 BONUS UPON RATIFICATION AND \$1,000 BONUS ON 7/1/22 FOR A COST OF \$15,000; MANAGEMENT RIGHTS & MAJOR ENHANCEMENTS: ELIMINATION OF SICK INCENTIVES, \$12,000 SAVINGS; ELIMINATION OF PERSONAL DAY INCENTIVES, \$7,500 SAVINGS; ELIMINATION OF AUTOMATIC 7.5 HOUR HOLIDAYS, \$3,000 SAVINGS; ELIMINATION OF 4TH PERSONAL DAY, \$3,000 SAVINGS.

RETRO FOR THIS UNION WAS ALLOCATED IN FY22; THERE ARE \$10,000 IN RESERVES FOR FY22 & FY23. THE HIGHER WAGE STEP TABLE GIVES THE TOWN THE ABILITY TO HIRE NICHE POSITIONS AT HIGHER STARTING SALARIES.

iii. **LIBRARY SEIU LOCAL 888 – 16 MEMBERS (4 FULL-TIME, 12 PART-TIME):** 3 YEAR COLA INCREASES OF 2%/2%/2% FOR A COST OF \$47,000; ADDED NOTARY PUBLIC STIPEND OF \$400/MEMBER FOR A COST OF \$800/YEAR; IMPROVED WAGE TABLE FOR ANNUAL STEPS, ADDED 2 ADDITIONAL STEPS & IMPROVED LONGEVITY TABLE; \$750 ONE-TIME BONUS UPON RATIFICATION AND \$750 BONUS ON 7/1/22 FOR A COST OF \$24,000; MANAGEMENT RIGHTS & MAJOR ENHANCEMENTS: ELIMINATION OF SICK INCENTIVES, \$16,000 SAVINGS; ELIMINATION OF 4TH PERSONAL DAY, \$8,000 SAVINGS; ALL MEMBERS FOLLOW SAME VACATION & LONGEVITY SCHEDULE.

THIS WAS RATIFIED IN DECEMBER THEREFORE THERE WILL BE NO RETRO PAID OUT.

- iv. **POLICE LOCAL 417 – 33 FULL-TIME MEMBERS (3 CURRENT VACANCIES):** 3-YEAR COLA INCREASES OF 2.75%/2.5%/2.5% FOR A COST OF \$252,575; ADDED ANNUAL STIPEND FOR BODY CAMERAS OF \$1,000/MEMBER FOR A COST OF \$33,000/YEAR; ONE-TIME BONUS FOR NON-UNION POSITIONS OF \$500/MEMBER FOR A COST OF \$16,500; PANDEMIC RESPONSE BONUS OF \$1,500/MEMBER FOR A COST OF \$49,500; IMPROVED STIPEND PAY TO A MINIMUM OF \$1,200 FOR A COST OF \$5,300; INCREASED “BABY QUINN” FOR A COST OF \$5,700 (ASSOCIATES INCREASED FROM \$2,750 TO \$2,900; BACHELORS \$5,750 TO \$5,950; MASTERS \$6,750 TO \$7,00, MANAGEMENT RIGHTS & MAJOR ENHANCEMENTS: IMPLEMENT PERFORMANCE EVALUATION SYSTEM; CREATE A NON-UNION DEPUTY CHIEF POSITION.

THIS HAS TO BE AGREED UPON BY JUNE 1ST. CAMERAS WILL BE OPERATIONAL 60-90 DAYS AND EVERY OFFICER WILL WEAR ONE.

MANDATORY OVERTIME HAS BEEN REMOVED.

2. NON-UNION:

- i. **TREASURER/COLLECTOR PATRICK LUDDY, 5.17.21 – 7.30.24:** SALARY COMPENSATION – \$70,000 YEAR ONE; \$82,000 YEAR TWO, \$90,000 YEAR 3; ANNUAL PERFORMANCE BONUS UP TO \$2,500; EDUCATION BONUS OF \$2,500 EACH FOR CMMT, CMMC, MCPPO OR CPA;
- ii. **ASST. TOWN ADMINISTRATOR/DIRECTOR OF PUBLIC WORKS GINO CRESTA, 7.1.22 – 7.30.25 (SUCCESSOR CONTRACT):** SALARY COMPENSATION \$132,651 YEAR ONE; \$135,967 YEAR TWO, \$139,366 YEAR 3; SNOW & ICE RESPONSE STIPEND OF \$5,000; RETENTION BONUS OF \$5,000;
- iii. **FIRE CHIEF GRAHAM ARCHER, 7.1.22 – 7.30.25 (FIRST CONTRACT):** SALARY COMPENSATION \$133,352 YEAR ONE; \$137,353 YEAR TWO, \$141,473 YEAR 3; UNIFORM ALLOWANCE \$600; EMERGENCY MANAGEMENT STIPEND OF \$2,000; TOWN PROVIDED VEHICLE;
- iv. **DIRECTOR OF COMMUNITY & ECONOMIC DEVELOPMENT MARZIE GALAZKA, 7.1.22 – 7.30.25 (SUCCESSOR CONTRACT):** SALARY COMPENSATION \$109,242 YEAR ONE; \$112,519 YEAR TWO, \$115,895 YEAR 3; RETENTION BONUS OF \$5,000;
ASSISTANT ENGINEER ALA “ALEENA” ALSARABY, 3.14.22 – 7.30.25 (FIRST CONTRACT): SALARY COMPENSATION \$77,500 YEAR ONE; \$80,000 YEAR TWO, \$85,500 YEAR 3; ANNUAL PERFORMANCE BONUS UP TO \$2,500; RETENTION BONUS OF \$5,000.

3. MISCELLANEOUS:

[REDACTED]

- b. **FREE CASH/ARPA FUNDS:** THERE WAS A BRIEF DISCUSSION REGARDING FREE CASH AND USING ARPA FUNDS FOR THESE CONTRACTS AND FOR OTHER NON-UNION EMPLOYEES.

UPON **MOTION**, DULY MADE BY PETER SPELLIOS, SECONDED BY DONALD HAUSE, TO RATIFY THE COLLECTIVE BARGAINING AGREEMENTS FOR DPW, ADMINISTRATIVE, LIBRARY AND POLICE AS PRESENTED: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

UPON **MOTION**, DULY MADE BY PETER SPELLIOS, SECONDED BY DONALD HAUSE TO AUTHORIZE TOWN ADMINISTRATOR FITZGERALD TO RATIFY NON-UNION CONTRACTS FOR TREASURER/COLLECTOR, ASST. TOWN ADMINISTRATOR/DIRECTOR OF PUBLIC WORKS, FIRE CHIEF, DIRECTOR OF COMMUNITY & ECONOMIC DEVELOPMENT AND ASSISTANT ENGINEER AS PRESENTED: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

UPON **MOTION**, DULY MADE BY DONALD HAUSE, SECONDED BY PETER SPELLIOS, IT WAS UNANIMOUSLY **VOTED**: TO ADJOURN AT 10:30 A.M.: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

TRUE ATTEST,

Dianne Marchese

DIANNE MARCHESE, EXECUTIVE SECRETARY TO THE TOWN ADMINISTRATOR & SELECT BOARD