

SPECIAL TOWN MEETING
April 5, 2014

The Moderator called the meeting to order at 9:21 AM, April 5, 2014, at Plymouth North High School. He noted that the return of the warrant of the Special Town Meeting showed that it had been properly served. With no objection, Town Meeting waived the reading of the Constable's Return of Service and waived the reading of the warrant.

ARTICLE 1: Mr. Moody moved that the Town vote to amend the Collective Bargaining Agreement for the Firefighters (Local 1768, IAFF) in accordance with the (JLMC-12-2380) Award located on page 15 of the Report and Recommendations of the Advisory & Finance Committee.

**IN THE MATTER OF
INTEREST ARBITRATION
BETWEEN**

LOCAL 1768, IAFF

-AND-

TOWN OF PLYMOUTH

JLMC-12-2380

AWARD

A. Contract Duration

1. July 1, 2012 through June 30, 2015

B. Compensation Increases

1. Cost-of-living Increases

- (a) Effective July 1, 2012, a 1% across-the-board wage increase applied to the salary schedule in effect on June 30, 2012.
- (b) Effective January 1, 2013, a 1% across-the-board wage increase applied to the salary schedule in effect on December 31, 2012.
- (c) Effective July 1, 2013, a 1% across-the-board wage increase applied to the salary schedule in effect on June 30, 2013.
- (d) Effective January 1, 2014, a 1% across-the-board wage increase applied to the salary schedule in effect on December 31, 2013.
- (e) Effective July 1, 2014, a 2.5% across-the-board wage increase applied to the to the salary schedule in effect on June 30, 2014.

2. Base Salary Equity Adjustments

- (a) Effective July 1, 2013, a 1% across-the-board wage increase applied to the salary schedule in effect on June 30, 2013.
- (b) Effective June 30, 2015, a 1% across-the-board wage increase applied to the salary schedule in effect on June 29, 2015.

C. Vacation Leave

Status quo with twenty-four (24) hours' notice of vacation leave by a Firefighter to the

Fire Chief or his designee.

D. Jury Duty

Town's proposal.

E. Shift Swaps

Status quo.

F. Twenty-Four (24) Hour Shift - Circuit Breaker

- The circuit breaker shall be maintained. However, it shall not be applied in calendar year 2014 regarding 2013 sick leave. The twenty-four (24) hour shift shall continue throughout calendar year 2014.
- In calendar year 2014, a per Firefighter annual average, eight (8) sick leave day circuit breaker shall be applied to the twenty-four (24) hour shift continuation in calendar year 2015.
- All sick leave used during an illness or injury-caused absence of thirty (30) or more consecutive calendar days shall be excluded from the per Firefighter annual, average, eight (8) sick leave day utilization calculation. A ten (10) or fourteen (14) hour shift segment shall count as one (1) sick leave day. A twenty-four (24) shift shall be credited as two (2) sick leave days.

G. Drug and Alcohol Testing

Status quo.

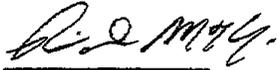
H. Compensatory Time

Status quo.

I. Rank Differential (Steps)

- Effective July 1, 2012, following the application of cost-of-living and base salary equity adjustments, a Firefighter step 6 promoted to Lieutenant shall be promoted to Lieutenant step 2.
- Effective July 1, 2012, a Lieutenant step 4 promoted to Captain shall be promoted to Captain step 2.

- Firefighters and Lieutenants so promoted shall thereafter on the twelve (12) month anniversaries of their promotions receive annual step increases, beginning at step 3.



Richard MacKinnon
Union Panelist

Dated: 2-5-14



Richard Boulanger, Esq.
Chairman and Neutral Panelist

Dated: 2/5/14



Michael Whalen
Town Panelist

Dated: 2/5/2014

Mr. Serkey moved that the vote be by roll call.
The motion PASSED.

Karen Buechs moved to extend speaking time of James Brown by two minutes. The motion PASSED.

Mr. Caproni moved to award Mr. Serkey three extra minutes. The motion PASSED.

Mr. Shirley moved to award Mr. Parker one extra minute. The motion PASSED.

The Moderator called a recess at 9:59 AM
 The Moderator returned the meeting to order at 10:14 AM.

Mr. Howe moved the previous question.
 The motion FAILED to reach two-thirds with 61 in favor and 59 in opposition.

The motion PASSED on a roll call with 81 in favor, 41 in opposition and 5 abstaining.

ARTICLE 1A: Mr. Moody moved that the Town vote to transfer from Free Cash to Salary Reserve the sum of \$491,000 for the purpose of funding the Joint Labor Management Committee (JLMC-12-2380) Award for the Firefighters (Local 1768, IAFF) for the previous fiscal year 2013 and current fiscal year 2014.

The motion PASSED on a negative roll call with 19 in opposition.

ARTICLE 2: Mr. Moody moved that the Town vote to transfer \$210,200 to be added to funds already appropriated under Article 7 of the 2013 Annual Town Meeting for the purpose of supplementing departmental expenses, as follows:

ARTICLE 2			
Sources	Amount	Uses	Amount
Waterways		Department of Marine & Environmental Affairs	
Receipts Reserved for Waterway Uses	<u>\$ 7,200</u>	Personal Services	<u>\$ 7,200</u>
Total	\$ 7,200	Total	\$ 7,200
Free Cash		Fixed Costs	
Certified Free Cash	<u>\$ 203,000</u>	Member Benefits	<u>\$ 203,000</u>
Total	\$ 203,000	Total	\$ 203,000

The motion PASSED unanimously.

ARTICLE 3: Mr. Moody moved that the Town vote to transfer the sum of \$3,500 to pay certain unpaid bills of a prior fiscal year as follows:

Sources	Uses
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CPC FY14 Administrative Budget		CPC -Cape Cod Appraisal	
Other Expenses	<u>\$ 3,500</u>	Other Expenses FY2011	<u>\$ 3,500</u>
		Appraisal Invoice	
TOTAL	\$ 3,500	TOTAL	\$ 3,500

The motion PASSED unanimously.

ARTICLE 4: There was no motion. Town Meeting took no action.

ARTICLE 5: Mr. Moody moved that the Town vote to transfer the amount of \$37,170.29 from the Receipts Reserved for Insurance Recovery over \$20,000 for payment of the unforeseen cost of repairing the South Middle School generator and repairs to Indian Brook Schools.

The motion PASSED.

ARTICLE 6: Mr. Moody moved that the Town vote to transfer from free cash the sum of \$9,908.82 for certain capital projects that are complete and previously borrowed, as follows:

Article 9B2 2011 ATM West HVAC Phase II	\$5,725.16*
Article 9B5 2010 ATM PCIS Roof	\$3,583.66
Article 11 FATM 2011 Purchase of Beach Property	\$ 600.00

The motion PASSED on a negative roll call with 1 in opposition.

ARTICLE 7: Mr. Moody moved that the Town vote to rescind the following unused borrowing authority, as follows:

Article 9B3 2005 ATM West HVAC Phase I	\$1,500,000
Article 9B2 2011 ATM West HVAC Phase II	\$ 505,000*
Article 9B5 2010 ATM PCIS Roof	\$4,360,000
Article 9B6 2011 ATM Indian Brook HVAC	\$ 900,000
Article 9B7 2011 ATM PSMA Brick Veneer Flashing	\$ 533,000
Article 11 FATM 2011 Purchase of Beach Property	\$ 762,000

The motion PASSED.

ARTICLE 8: There was no motion. Town Meeting took no action.

ARTICLE 9: Mr. Moody moved that the Town vote to accept the provisions of G.L. c. 64L, §2 (a) authorizing the imposition of a local excise tax in the statutory amount of 0.75 percent on the sale of restaurant meals originating within the Town, and authorize the Board of Selectmen to petition the Massachusetts General Court for special legislation to establish a "1820 Courthouse Fund," which special act shall provide that the revenues from said tax shall be placed in the Fund, which shall be dedicated in its entirety to the construction, demolition, renovation, operation, and related costs, of the 1820 Courthouse and associated properties, and said local

excise tax shall terminate on June 30, 2040 unless otherwise extended by a vote of Town Meeting.

Mr. Shirley moved to award eight additional minutes to Mr. Keohan.
The motion PASSED.

Mr. Howe moved the previous question.
The motion PASSED.

On the main motion, the motion PASSED.

Mr. Moody moved to adjourn the Special Town Meeting until after the Annual Town Meeting is dissolved. The motion PASSED at 11:55 AM.

The Moderator returned the meeting to order at 2:51 PM.

Mr. Moody moved to dissolve the Special Town Meeting. The motion PASSED at 2:52.

*The actual date of the article is Article 9B2 **2009** ATM West HVAC Phase II