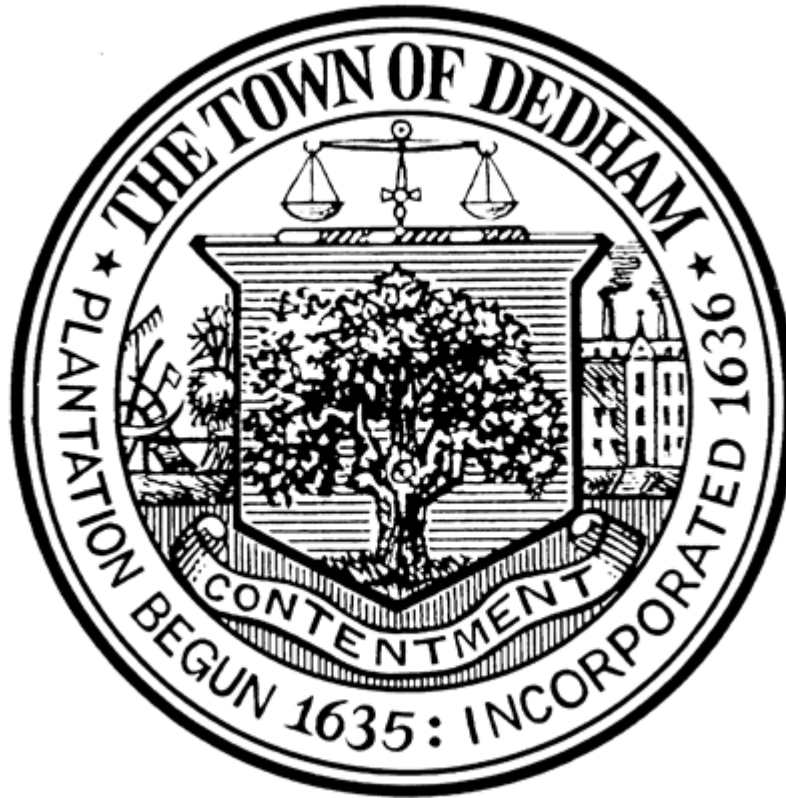


**DEDHAM
FINANCE AND WARRANT COMMITTEE**



**SUPPLEMENTAL
REPORT & RECOMMENDATIONS FOR THE
SPRING ANNUAL TOWN MEETING
MONDAY, MAY 16, 2022 AT 7:00 P.M.**

**DEDHAM HIGH SCHOOL AUDITORIUM
140 WHITING AVENUE**

ARTICLE TWO: PERSONNEL BYLAW CHANGES AND BARGAINING AGREEMENTS

By the Board of Selectmen: To see if the Town will vote to adopt changes in Schedule A (Classification Schedule), or Schedule B (Compensation Schedule), or Schedule C (Fringe Benefits) of the Personnel Wage and Salary Administration Plan; to act upon the recommendations of the Town Manager as to actions he deems advisable and necessary in order to maintain a fair and equitable pay level and compensation policy; to implement collective bargaining agreements listed below, the funding for which is included in the appropriate departmental budgets under Article Three:

1. AFSCME, Local #362 (Library Staff Unit)
2. Dedham Police Patrolman's Association, Massachusetts Coalition of Police, Local #448, AFL-CIO
3. Dedham Police Association (Lieutenants & Sergeants)
4. Dedham Firefighter's Association, Local 1735
5. AFSCME, Local #362 (DPW- Unit A)
6. AFSCME, Local #362 (DPW-Unit B)
7. AFSCME, Local #362 (Town Hall)
8. AFSCME, Local #362 (Parks)
9. AFSCME, Local #362 (Civilian Dispatchers)

or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

RECOMMENDATION OF THE FINANCE AND WARRANT COMMITTEE:

That the Town approve changes in the Personnel Wage and Salary Administration Plan for Fiscal Year 2023, including Schedule A (Classification Schedule), Schedule B (Compensation Schedule), and Schedule C (Fringe Benefits), and approval of an Agreement with AFSCME Local #362 (Town Hall), and that amounts to fund such agreements be transferred from the salary reserve account in the Town Manager's FY'22 and FY'23 budgets and that the Director of Finance be authorized to apportion the same among appropriate line items for such purposes.

Article 2 would approve changes to the Personnel Wage and Salary Plan for non-union employees, including Schedules A, B and C (as described above), and an appropriation to fund costs associated with an agreement for AFSCME Local #362 (Town Hall) for Fiscal Years 2022, 2023 and 2024.
