

**TOWN OF BEDFORD
TOWN COUNCIL MEETING MINUTES
February 1, 2023
10 Meetinghouse Road**

1. ROLL CALL: A meeting of the Bedford Town Council was held on Wednesday, February 1, 2023, 10 Meetinghouse Road. Present were Lori Radke (Vice Chair), and Councilors Phil Greazzo, Chris Bandazian, Sue Thomas, and Dave Gilbert. Also present was Town Manager Rick Sawyer.

Chairman Carter and Councilor Bemiss participated by phone.

Vice Chair Radke opened the meeting at 6:00 PM.

2. PLEDGE OF ALLEGIANCE – Led by Vice Chair Radke.

3. NEW BUSINESS

a. Action on the State Employees Association of New Hampshire, Inc., Services Employees International Union, Local 1984, Chapter 64 the Bedford Police Union Collective Bargaining Agreement

Vice Chair Radke thanked the negotiating team: Chief Bryfonski, Pam Hogan, and Rick Sawyer, for all of their work, time and energy they put into the contract. She believed it was fair and she was very excited that they were able to come with an agreement.

Mr. Sawyer appreciated the acknowledgment of the hard work that the management team put in. He thanked the Council and the Union for working to reach this agreement.

Mr. Sawyer stated that the management team is recommending that the Council ratify the tentative agreement reached with Bedford Police Union. It was ratified by the union for a 3-year period, which runs between January 1, 2023 and December 31, 2025. It is also recommended that the Council move the financial terms of the agreement forward to a warrant article that would be at the Budgetary Town Meeting.

Mr. Sawyer stated that changes included in the agreement is a notation that special details hours worked count toward the requirements of working no more than 17 consecutive hours, defining overtime and travel related to training, a change to the conversion of sick time to vacation time, added a provision whereby if the Town increases longevity for non-union employees that exceeds the unions' current longevity, the CBA will automatically be amended to provide an equal benefit to the members, modified the Temporary Service Out of Rank pay plan, implements a new process for promotions, increases the clothing allowance by \$100, implements a repayment plan for Specialized Training, and generally cleans up language and scrivener's errors that have existed in the contract for many years.

Mr. Sawyer stated that the most significant change is the modification to the existing step system with additional position lanes and an increase in the base rates. These base rates

are generally increased by 3.5% in each step, except for the patrol line where the steps increase by a specific dollar amount starting with step 4. In addition, in the second and third years of the contract, the wage scale will increase by 1.5%. Employees will now move on their steps on July first of each year.

Mr. Sawyer stated that costs per year over the previous year are: \$249,429 in 2023, \$269,950 in 2024; and \$239,426 in 2025. \$42,553 of the first year costs are already being carried in the proposed 2023 operating budget due to a 1% COLA that was guaranteed due to evergreen language in the previous contract. The total increased cost for wages and associated taxes and benefits is approximately \$1,527,611 over the 3 year term of the contract. Those cost items would need to be voted on at the Budgetary Town Meeting. I and the management team will be glad to answer any questions you have otherwise a draft motion has been included in the staff report.

MOTION by Councilor Gilbert that the Bedford Town Council approve the Bedford Police Union, State Employees Association of New Hampshire, Inc., Service Employees International Union, Local 1984, Chapter 64 Collective Bargaining Agreement as presented for the three year period commencing on January 1, 2023 and concluding on December 31, 2025 and authorize the Town Manager to sign in acceptance upon passage of the financial terms of the agreement at Town Meeting on March 15, 2023. Seconded by Councilor Thomas.

ROLL CALL VOTE: Carter-aye, Bemiss-aye, Greazzo-aye, Bandazian-aye, Thomas-aye, Gilbert-aye, Radke-aye. Motion Passes.

4. ADJOURNMENT

MOTION by Councilor Thomas to adjourn public session at 6:08 PM. Seconded by Councilor Gilbert.

ROLL CALL VOTE: Carter-aye, Bemiss-aye, Greazzo-aye, Bandazian-aye, Thomas-aye, Gilbert-aye, Radke-aye. Motion Passes.

Respectfully submitted,

Dawn Boufford