



## SELECT BOARD MEETING MINUTES

NOVEMBER 25, 2024

5:45 PM

ACTON BOXBOROUGH REGIONAL HIGH SCHOOL

ROOM 123N

36 CHARTER ROAD

Present: Fran Arsenault, Dean Charter, Alissa Nicol, David Martin

Additional Attendees: Town Manager John Mangiaratti, Assistant Town Manager Thom Begin, and Lisa Tomyl, Executive Assistant

Ms. Arsenault called the meeting to order at 5:45 PM

### **I. New Business**

#### **1. Discuss and Take Position on Town Meeting Articles**

Ms. Arseanult called the meeting to order. Mr. Mangiaratti notified the Board that the contract for AFSME was ratified this morning and requested the Board take a position on the article.

Board is taking up position on 3 articles. Mr. Charter gave an overview regarding AFSME negotiations, noting a hope that the ratification will help attract and retain future employees. The contract will allow for a percentage increase over the next 3 years, starting with a \$2 per hour increase as the biggest increase during the first year of the contract for a total of \$60,000 to be appropriated from free cash, year 2 is a 2.5% increase, and year 3 also a 2.5% increase. The contract also sets the town to be responsible for the cost of CDL training and licensing with some recapture wording to protect the town from new employees who benefit from the training and licensing leaving soon after.

**Ms. Nicol moved, seconded by Mr. Martin to recommend article 2 and approved unanimously 4-0-0.**

Mr. Martin wanted to confirm that the article is for the DPW and cemetery employee union. Mr. Mangiaratti confirmed, and also noted that including funding in the article has not been past practice as it is with this article. Ms. Nicol recommended not losing sight of the fact that the conditions of the physical space and lack of facilities for women also impacts recruitment/retention, and feels the new building would also be a factor. Mr. Charter agreed to mention this point in the article presentation.

Ms. Arsenault asked if the increase in pay was due to inflation. Mr. Mangiaratti noted that other unions had larger increases in the past and the town has felt an impact on the hiring pool.