

Randolph DPW Contract Notes

1. 3-year contract with COLA of 2.5% each year.
2. (Article 9 B.) 4 hours of rest starts when employee returns to the shop during snow storm.
3. (Article 9 C.) Any unused compensatory time will be paid out when an employee leaves the employment of the Town with maximum of up to 2 weeks.
4. (Article 11) New hires can only operate a sander with another seasoned employee for training and safety reasons until DPW Supervisor is satisfied with the employee skills.
5. (Article 13) If a position remains unfilled for 60 days, the employee who backfills the position shall receive retro pay from the 60th day until they assume the new position.
6. (Article 14) Highway Mechanics will receive a \$1,000.00 stipend per year for tools.
7. (Article 16) Increase Longevity to \$925 (from \$850) per year, (Article 17) Increase Clothing Allowance by \$75.00 per year for each year of the contract, (Article 19) Increase Stipend to employees who do not take the Town Health Insurance to \$2250.00 (from \$2,000). (Article 26 A.) Increase the annual stipend to \$950.00 (from \$850) per year to help maintain their licenses. Any Employee holding a License/Certificate/Endorsement higher than the 1C/2A as required shall receive an additional \$100.00 for each License/Certificate/Endorsement (new).
8. (Article 20) At 15 years employee to receive one additional personal day.
9. (Article 21) ½ day for Christmas Eve.
10. When an employee is on Moving Detail, they shall be paid at a rate of one and one half their rate of pay for the hours worked on Moving Detail at discretion of the DPW Superintendent.
11. A tablet will be provided for each group to be used for town work and communication.
12. In extenuating circumstances employees can donate sick time to another employee with the approval of the Town.
13. To receive one-time bonus of \$3000.00.
14. Maintain the agreement to contribute to the IUOE Training fund.
15. (Article 26 F) Written Verbal Warning to increase from 12 months to 24 months, Written Warning to increase from 24 months to 36 months, Written Final Warning to increase from 36 months to 48 months for sunseting purposes.
16. To create two new positions for general help that do not require a license for employment.
17. Memorialize the Highway Mechanic Grade 4 to move to a Grade 5. All duties and responsibilities will remain the same as does current reporting structure.
18. "DPW employees hired after July 1, 2005 shall be required to possess a valid Massachusetts CDL. DPW employees hired after July 1 2023 shall be required to possess a valid class 1, 1C/2A Massachusetts Hydraulic/Hoisting License. DPW hired after July 1, 2021 shall have three years to acquire both a CDL and Hydraulic/Hoisting License from their date of hire.