



Measure #: 2025-012

TOWN COUNCIL MEASURE SUBMITTAL

Date: 9/9/2024

Submitted By: Human Resources Director

Telephone #: 508-699-0100

MEASURE DESCRIPTION:

Authorization for the payment of an FY24 Salary Compensation payable to Human Resources and Benefits Coordinator in the amount of \$569.10 for additional duties taken on as the Wellness Program Coordinator/Chairperson for the Town and School staff.

Signed: Cheryl Butts

PURPOSE AND JUSTIFICATION:

Authorization for the payment of an FY24 Salary Compensation payable to Human Resources and Benefits Coordinator in the amount of \$569.10 for additional duties taken on as the Wellness Program Coordinator/Chairperson for the Town and School staff.

This remaining balance is owed after a compensation amount of \$1,901.21, which was paid on the paycheck of 8/23/2024.

I respectfully request that the Town Council approve the payment of a prior year, FY24, in the amount of \$569.10.

Note: This remaining balance is able to be compensated from our Full-Time Salary Budget Line 011528-51100.

SPECIAL REQUIREMENTS:

ATTACHMENTS: Side Letter of Agreement

REFER TO SUB-COMMITTEE:

SIDE LETTER OF AGREEMENT
by and between
THE TOWN OF NORTH ATTLEBOROUGH
and

UNITED STEELWORKERS, AFL-CIO, CLC, LOCAL 9517

WHEREAS, the Town of North Attleborough (the "Town") and United Steelworkers, AFL-CIO, CLC, Local 9517 (the "Union") are parties to a collective bargaining agreement governing the terms and conditions of certain employees of the Town (the "CBA"); and

WHEREAS, Sue Calista ("Ms. Calista") is employed by the Town as the Human Resources & Benefits Coordinator in the Human Resources Department, a position represented by the Union; and

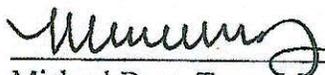
WHEREAS, the Town's Human Resources Department is now responsible for the creation and management of the Town's Wellness Program opportunities. These additional duties became a shared responsibility between the Human Resource and Benefits Coordinator and the (nonunion) Human Resources Generalists;

NOW, THEREFORE, the Town and the Union (collectively, the "Parties") hereby agree as follows:

1. For the period October 01, 2023, through June 30, 2024, Ms. Calista shall receive compensation at the Step 10 rate in her current USW Grade 8 performing work related to Wellness Program Coordination. Ms. Calista is currently USW Grade 8 Step 9. Payment shall be in a lump sum in the gross amount of \$1,902.52. Such lump sum is subject to withholdings for state and federal taxes and other withholdings required by law or authorized by Ms. Calista.
2. The Union acknowledges and agrees that the Town has fully satisfied its bargaining obligations under M.G.L. c. 150E relative to this matter including but not limited to the duties and responsibilities associated with creation and management of the Town's Wellness Program, and further agrees to waive any and all grievances, complaints, appeals, or other legal challenges in any form or forum related to the payment for services regarding the Wellness Program.
3. This Agreement shall not be used to demonstrate a practice or as a precedent in any other matter.

Agreed to by the Parties on the dates indicated below:

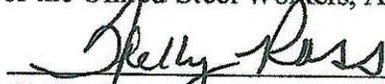
For the Town of North Attleborough



Michael Borg, Town Manager

DATE: 26 JUL 24

For the United Steel Workers, AFL-CIO Local 9517



Shelly Ross, USW Unit President



Keith Odume, USW Staff Representative

DATE:

Human Resources - Mumis	
Pay Check Date	Full-Time Salaries 011528 - 511000
7/12/2024	\$ 8,029.58
7/26/2024	\$ 8,172.60
8/9/2024	\$ 8,172.60
8/23/2024	\$ 8,172.60
9/6/2024	\$ 8,172.60
9/20/2024	\$ 8,172.60
10/4/2024	\$ 8,172.60
10/18/2024	\$ 8,172.60
11/1/2024	\$ 8,172.60
11/15/2024	\$ 8,172.60
11/29/2024	\$ 8,172.60
12/13/2024	\$ 8,172.60
12/27/2024	\$ 8,172.60
1/10/2025	\$ 8,172.60
1/24/2025	\$ 8,172.60
2/7/2025	\$ 8,172.60
2/21/2025	\$ 8,172.60
3/7/2025	\$ 8,172.60
3/21/2025	\$ 8,172.60
4/4/2025	\$ 8,172.60
4/18/2025	\$ 8,172.60
5/2/2025	\$ 8,172.60
5/16/2025	\$ 8,172.60
5/30/2025	\$ 8,172.60
6/13/2025	\$ 8,172.60
6/27/2025	\$ 8,172.60
Total	\$ 212,344.58
Mumis Budget for FY 2025	\$ 218,962.00
Account Surplus	\$ 6,617.42

Total Retro	\$ 1,901.21
Encumbered Amount	\$ 1,234.00
7/12/2024 Retro	\$ 98.11
To be paid from FT Salaries for Measure	\$ 569.10

Sue - Retro Payment						
Week Beginning	Week Ending	Paycheck Date	Current - Step 9	Step 10	Difference	Notes
10/2/2023	10/6/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
10/9/2023	10/13/2023	10/20/2023	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
10/16/2023	10/20/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
10/23/2023	10/27/2023	11/3/2023	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
10/30/2023	11/3/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
11/6/2023	11/10/2023	11/17/2023	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
11/13/2023	11/17/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
11/20/2023	11/24/2023	12/1/2023	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
11/27/2023	12/1/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
12/4/2023	12/8/2023	12/15/2023	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
12/11/2023	12/15/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
12/18/2023	12/22/2023	12/29/2023	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
12/25/2023	12/29/2023		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
1/1/2024	1/5/2024	1/12/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
1/8/2024	1/12/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
1/15/2024	1/19/2024	1/28/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
1/22/2024	1/26/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
1/29/2024	2/2/2024	2/9/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
2/5/2024	2/9/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
2/12/2024	2/16/2024	2/23/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
2/19/2024	2/23/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
2/26/2024	3/1/2024	3/8/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
3/4/2024	3/8/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
3/11/2024	3/15/2024	3/22/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
3/18/2024	3/22/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
3/25/2024	3/29/2024	4/5/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
4/1/2024	4/5/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
4/8/2024	4/12/2024	4/19/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
4/15/2024	4/19/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
4/22/2024	4/26/2024	5/3/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
4/29/2024	5/3/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
5/6/2024	5/10/2024	5/17/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
5/13/2024	5/17/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
5/20/2024	5/24/2024	5/31/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
5/27/2024	5/31/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
6/3/2024	6/7/2024	6/14/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
6/10/2024	6/14/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
6/17/2024	6/21/2024	6/28/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
6/24/2024	6/28/2024		\$ 1,581.79	\$ 1,629.24	\$ 47.45	
7/1/2024	7/5/2024	7/12/2024	\$ 1,581.79	\$ 1,629.24	\$ 47.45	
Total			\$ 1,901.21			

Hourly	Hours	Total
\$ 44.91	37	\$ 1,661.83
\$ 44.91	38	\$ 1,706.74
\$ 43.61	37	\$ 1,613.43
\$ 43.61	38	\$ 1,657.03