



# IN CITY COUNCIL

NOVEMBER 4, 2013  
Marlborough, Mass., PAGE 1

ORDERED:

## Suspension of the Rules requested - granted

That the following transfer requests to fund the contractual obligations associated with the recently signed contract between the Department of Public Works Engineers Local 176 and the City, be and is herewith refer to **FINANCE COMMITTEE**.

CITY OF MARLBOROUGH BUDGET TRANSFERS --									
DEPT:					FISCAL YEAR:				
FROM ACCOUNT:					TO ACCOUNT:				
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
\$240,170.00	\$2,498	11990006	57820	Reserve for Salaries	\$2,498	14001101	50108	GIS Administrator	\$44,956
	Reason:							Contractual Increase	
\$240,170.00	\$2,838	11990006	57820	Reserve for Salaries	\$2,838	14001101	50660	Assistant City Engineer	\$53,453
	Reason:							Contractual Increase	
\$240,170.00	\$3,577	11990006	57820	Reserve for Salaries	\$3,577	14001101	50700	Senior Engineering Aide	\$67,418
	Reason:							Contractual Increase	
\$240,170.00	\$2,576	11990006	57820	Reserve for Salaries	\$2,576	14001101	50705	Assistant Civil Engineer	\$47,728
	Reason:							Contractual Increase	
\$240,170.00	\$7,313	11990006	57820	Reserve for Salaries	\$7,313	14001101	50710	Junior Civil Engineer	\$125,621
	Reason:							Contractual Increase	
	\$18,802	Total			\$18,802	Total			

CITY OF MARLBOROUGH BUDGET TRANSFERS --									
DEPT:					FISCAL YEAR:				
FROM ACCOUNT:					TO ACCOUNT:				
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
\$240,170.00	\$1,233	11990006	57820	Reserve for Salaries	\$1,233	14001103	51430	Longevity Pay	\$8,318
	Reason:							Contractual Increase	
\$240,170.00	\$443	11990006	57820	Reserve for Salaries	\$443	14001103	51920	Sick Leave Buyback	\$11,063
	Reason:							Contractual Increase	
\$240,170.00	\$2,838	11990006	57820	Reserve for Salaries	\$2,838	14001301	50660	Assistant City Engineer	\$53,453
	Reason:							Contractual Increase	
\$240,170.00	\$3,215	11990006	57820	Reserve for Salaries	\$3,215	14001303	51430	Longevity Pay	\$50,812
	Reason:							Contractual Increase	
\$240,170.00	\$126	11990006	57820	Reserve for Salaries	\$126	14001303	51920	Sick Leave Buyback	\$34,707
	Reason:							Contractual Increase	
	\$7,855	Total			\$7,855	Total			



# IN CITY COUNCIL

Marlborough, Mass.,

NOVEMBER 4, 2013

PAGE 2

ORDERED:

CITY OF MARLBOROUGH BUDGET TRANSFERS -									
DEPT:					FISCAL YEAR:				
FROM ACCOUNT:					TO ACCOUNT:				
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
\$240,170.00	\$2,838	11990006	57820	Reserve for Salaries	\$2,838	14001401	50692	Supt Of Auto Maintenance	\$53,453
	Reason:							Contractual Increase	
\$240,170.00	\$89	11990006	57820	Reserve for Salaries	\$89	14001403	51430	Longevity Pay	\$2,204
	Reason:							Contractual Increase	
\$240,170.00	\$128	11990006	57820	Reserve for Salaries	\$128	14001403	51920	Sick Leave Buyback	\$3,145
	Reason:							Contractual Increase	
\$240,170.00	\$2,838	11990006	57820	Reserve for Salaries	\$2,838	14001501	50680	General Foreman	\$53,453
	Reason:							Contractual Increase	
\$240,170.00	\$158	11990006	57820	Reserve for Salaries	\$158	14001503	51430	Longevity Pay	\$31,123
	Reason:							Contractual Increase	
	\$6,049	Total			\$6,049	Total			

CITY OF MARLBOROUGH BUDGET TRANSFERS -									
DEPT:					FISCAL YEAR:				
FROM ACCOUNT:					TO ACCOUNT:				
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
\$240,170.00	\$128	11990006	57820	Reserve for Salaries	\$128	14001503	51920	Sick Leave Buyback	\$14,780
	Reason:							Contractual Increase	
\$240,170.00	\$2,796	11990006	57820	Reserve for Salaries	\$2,796	60080001	50570	Chemist	\$43,424
	Reason:							Contractual Increase	
\$240,170.00	\$2,024	11990006	57820	Reserve for Salaries	\$2,024	60080001	50580	Assistant Chemist	\$33,096
	Reason:							Contractual Increase	
\$240,170.00	\$2,498	11990006	57820	Reserve for Salaries	\$2,498	60081001	50910	Head Treatment Pl. Op	\$46,838
	Reason:							Contractual Increase	
\$240,170.00	\$305	11990006	57820	Reserve for Salaries	\$305	60081003	51430	Longevity Pay	\$8,492
	Reason:							Contractual Increase	
	\$7,749	Total			\$7,749	Total			



# IN CITY COUNCIL

NOVEMBER 4, 2013  
 Marlborough, Mass., \_\_\_\_\_ PAGE 3

ORDERED:

CITY OF MARLBOROUGH BUDGET TRANSFERS --									
DEPT:					FISCAL YEAR:				
FROM ACCOUNT:					TO ACCOUNT:				
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
\$240,170.00	\$2,498	11990008	57820	Reserve for Salaries	\$2,498	60085001	50910	Head Treatment Pl. Op	\$49,448
	Reason:							Contractual Increase	
\$240,170.00	\$169	11990008	57820	Reserve for Salaries	\$169	60085003	51430	Longevity Pay	\$13,185
	Reason:							Contractual Increase	
\$240,170.00	\$2,838	11990008	57820	Reserve for Salaries	\$2,838	61090001	50680	General Foreman	\$53,453
	Reason:							Contractual Increase	
	\$5,505	Total			\$5,505	Total			

ADOPTED

ORDER NO. 13-1005599



RECEIVED  
CITY CLERK'S OFFICE  
CITY OF MARLBOROUGH

*City of Marlborough*

2013 NOV -4 P

*Office of the Mayor*

140 Main Street  
Marlborough, Massachusetts 01752  
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610  
[www.marlborough-ma.gov](http://www.marlborough-ma.gov)

*Arthur G. Vigeant*  
MAYOR

*Michael C. Berry*  
EXECUTIVE AIDE

*Patricia Bernard*  
EXECUTIVE SECRETARY

November 4, 2013

City Council President Patricia Pope  
Marlborough City Council  
140 Main Street  
Marlborough, MA 01752

*J/R  
fin*

**Re: Transfer Request – Engineers Local 176 Contract**

Honorable President Pope and Councilors:

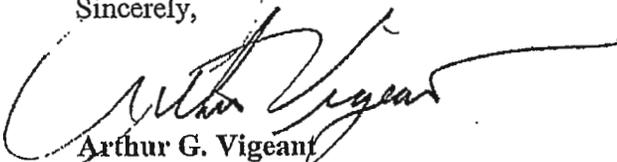
Enclosed for your approval is a transfer request to fund the contractual obligations associated with the recently signed contract between the Department of Public Works Engineers Local 176 and the City. This transfer request will fund financial obligations for the remainder of FY2014. The length of this agreement covers Fiscal Years 2013, 2014, and 2015.

For your information, I have enclosed the signed Memorandum of Agreement.

I would like to thank the men and women of Local 176 for their hard work and professionalism as well as the union leadership for their willingness to work collaboratively with the City.

Please do not hesitate to let me know if you have any questions.

Sincerely,

  
Arthur G. Vigeant  
Mayor

**SUBMITTED UNDER SUSPENSION**

CITY OF MARLBOROUGH  
BUDGET TRANSFERS -

DEPT:		FROM ACCOUNT:				FISCAL YEAR:				TO ACCOUNT:	
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance		
<u>\$240,170.00</u>	<u>\$2,498</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,498</u>	<u>14001101</u>	<u>50108</u>	<u>GIS Administrator</u>	<u>\$44,956</u>		
	Reason:					Contractual Increase					
<u>\$240,170.00</u>	<u>\$2,838</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,838</u>	<u>14001101</u>	<u>50660</u>	<u>Assistant City Engineer</u>	<u>\$53,453</u>		
	Reason:					Contractual Increase					
<u>\$240,170.00</u>	<u>\$3,577</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$3,577</u>	<u>14001101</u>	<u>50700</u>	<u>Senior Engineering Aide</u>	<u>\$67,418</u>		
	Reason:					Contractual Increase					
<u>\$240,170.00</u>	<u>\$2,576</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,576</u>	<u>14001101</u>	<u>50705</u>	<u>Assistant Civil Engineer</u>	<u>\$47,726</u>		
	Reason:					Contractual Increase					
<u>\$240,170.00</u>	<u>\$7,313</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$7,313</u>	<u>14001101</u>	<u>50710</u>	<u>Junior Civil Engineer</u>	<u>\$125,621</u>		
	Reason:					Contractual Increase					
	\$18,802	Total			\$18,802	Total					

Department Head signature: \_\_\_\_\_

Auditor signature: \_\_\_\_\_

Comptroller signature: \_\_\_\_\_

CITY OF MARLBOROUGH  
BUDGET TRANSFERS -

DEPT:

FISCAL YEAR:

FROM ACCOUNT:

TO ACCOUNT:

CITY OF MARLBOROUGH  
BUDGET TRANSFERS -

DEPT:

FISCAL YEAR:

FROM ACCOUNT:

TO ACCOUNT:

Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
<u>\$240,170.00</u>	<u>\$1,233</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$1,233</u>	<u>14001103</u>	<u>51430</u>	<u>Longevity Pay</u>	<u>\$8,318</u>
	Reason:					Contractual Increase			
<u>\$240,170.00</u>	<u>\$443</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$443</u>	<u>14001103</u>	<u>51920</u>	<u>Sick Leave Buyback</u>	<u>\$11,023</u>
	Reason:					Contractual Increase			
<u>\$240,170.00</u>	<u>\$2,838</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,838</u>	<u>14001301</u>	<u>50660</u>	<u>Assistant City Engineer</u>	<u>\$53,453</u>
	Reason:					Contractual Increase			
<u>\$240,170.00</u>	<u>\$3,215</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$3,215</u>	<u>14001303</u>	<u>51430</u>	<u>Longevity Pay</u>	<u>\$50,812</u>
	Reason:					Contractual Increase			
<u>\$240,170.00</u>	<u>\$126</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$126</u>	<u>14001303</u>	<u>51920</u>	<u>Sick Leave Buyback</u>	<u>\$34,707</u>
	Reason:					Contractual Increase			
	<u>\$7,855</u>	Total			<u>\$7,855</u>	Total			

Department Head signature: \_\_\_\_\_

Auditor signature: \_\_\_\_\_

Comptroller signature: \_\_\_\_\_

CITY OF MARLBOROUGH  
BUDGET TRANSFERS --

DEPT:

FISCAL YEAR:

FROM ACCOUNT:

TO ACCOUNT:

CITY OF MARLBOROUGH  
BUDGET TRANSFERS --

DEPT:

FISCAL YEAR:

FROM ACCOUNT:

TO ACCOUNT:

Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
<u>\$240,170.00</u>	<u>\$2,838</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,838</u>	<u>14001401</u>	<u>50692</u>	<u>Supt. Of Auto Maintenance</u>	<u>\$53,453</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$89</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$89</u>	<u>14001403</u>	<u>51430</u>	<u>Longevity Pay</u>	<u>\$2,204</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$126</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$126</u>	<u>14001403</u>	<u>51920</u>	<u>Sick Leave Buyback</u>	<u>\$3,145</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$2,838</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,838</u>	<u>14001501</u>	<u>50680</u>	<u>General Foreman</u>	<u>\$53,453</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$158</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$158</u>	<u>14001503</u>	<u>51430</u>	<u>Longevity Pay</u>	<u>\$31,123</u>
	Reason:	_____				Contractual Increase			
	\$6,049	Total			\$6,049	Total			

Department Head signature: \_\_\_\_\_

Auditor signature: \_\_\_\_\_

Comptroller signature: \_\_\_\_\_

CITY OF MARLBOROUGH  
BUDGET TRANSFERS -

DEPT:

FISCAL YEAR:

FROM ACCOUNT:

TO ACCOUNT:

CITY OF MARLBOROUGH  
BUDGET TRANSFERS -

DEPT:

FISCAL YEAR:

FROM ACCOUNT:

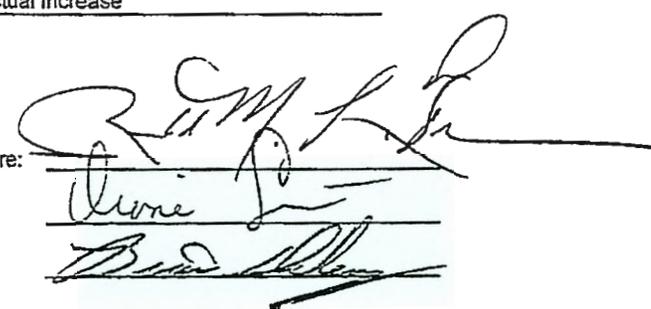
TO ACCOUNT:

Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
<u>\$240,170.00</u>	<u>\$126</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$126</u>	<u>14001503</u>	<u>51920</u>	<u>Sick Leave Buyback</u>	<u>\$14,760</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$2,796</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,796</u>	<u>60080001</u>	<u>50570</u>	<u>Chemist</u>	<u>\$43,424</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$2,024</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,024</u>	<u>60080001</u>	<u>50580</u>	<u>Assistant Chemist</u>	<u>\$33,096</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$2,498</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$2,498</u>	<u>60081001</u>	<u>50910</u>	<u>Head Treatment Pl. Op</u>	<u>\$46,838</u>
	Reason:	_____				Contractual Increase			
<u>\$240,170.00</u>	<u>\$305</u>	<u>11990006</u>	<u>57820</u>	<u>Reserve for Salaries</u>	<u>\$305</u>	<u>60081003</u>	<u>51430</u>	<u>Longevity Pay</u>	<u>\$6,492</u>
	Reason:	_____				Contractual Increase			
	<u>\$7,749</u>	Total			<u>\$7,749</u>	Total			

Department Head signature:

Auditor signature:

Comptroller signature:





# Memorandum of Agreement

## City of Marlborough And MA Laborers District Council of the Laborers Local 176

Amend the expired contract as follows:

1. Article 1 – Recognition. Revise Article as follows:

a) Delete “Appendix A” and insert into Section 1 of this Article as follows:

**Section 1.** The City recognizes the Union as the sole and exclusive bargaining agent for the purposes of collective bargaining for those employees of the Department of Public Works including provisional and probationary employees as defined in Section 3 below.

b) Amend Section 1.a to reflect only the following employee: James Beauregard.

c) Amend Section 3 by deleting reference to “Appendix A” and replacing with “Section 1”.

2. Article 2 – Management Rights. Revise this Article by deleting the phrase “..., *when it deems it necessary to comply with all applicable laws and/or regulations, ...*” from the 3<sup>rd</sup> paragraph of Section 3.

3. Article 3 – Job Security/Subcontracting. Amend as follows:

a) Amend Section 1 by changing the date from June 30, 2006 to June 30, 2015.

4. Article 7 – Grievance.

a) Amend Section 2 at Step 2 by thirty (30) days with fifteen (15) days.

b) Amend Section 3 to reflect the grievance will be waived if it is not filed within fifteen (15) days.

c) Add the following language to Section 3:

“Failure on the part of the City to answer a grievance at any step within the time lines shall not be deemed acquiescence thereto.”