

**October 24, 2022 Annual Town Meeting
Article 2
Needham Independent Public Employees Association/DPW**

		Amount	Percent
Fiscal Year 2023	2.0% Base Wage Increase 07/01/2022	\$ 82,456	2.09%
	Snow Pay Increase \$500	\$ 29,500	0.75%
	Steps and Other Changes	<u>\$155,462</u>	<u>3.94%</u>
	Total	\$267,418	6.78%

		Amount	Percent
Fiscal Year 2024	2.0% Base Wage Increase 07/01/2023	\$ 83,155	1.97%
	Snow Pay Increase \$1,000	\$ 59,000	1.40%
	Steps and Other Changes	<u>\$146,855</u>	<u>3.49%</u>
	Total	\$289,010	6.86%

Summary of Key Language Items

- Clarify light duty for non-occupational injuries.
- Add Juneteenth Holiday.
- Implement Flexible Work Hours Program.
- Increase Paid Military Leave Days (implementing Townwide standard replicating “BRAVE Act”).
- Clarify Family Sick Leave on FMLA status (Implementing Townwide standard).