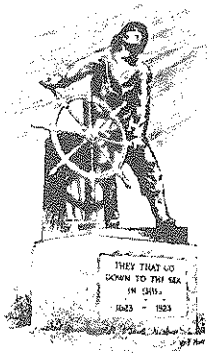

City of Gloucester
City Council

CITY HALL • GLOUCESTER • MASSACHUSETTS • 01930
Telephone 508-281-9722 Fax 508-281-8472

CITY COUNCIL
AND
CITY COUNCIL STANDING COMMITTEE
Budget and Finance
Thursday, August 20, 2009 – 7:00 p.m.
Council Conference Room – 9 Dale Avenue, City Hall

1. Special Budgetary Transfer request from Fire Department
2. Special Budgetary Transfer request from Mayor's Office
3. Memo from Police Chief re: permission for reimbursement for EMT training
4. Memo from Com. Dev. Director re: Green Communities Technical Assistance Grant
5. Memo from CAO re: Request to pay for invoice without a purchase order
6. Memo from EMS Coordinator re: Request to pay for invoice for services in FY09 using FY10 funds
7. Memo from Recycling Coordinator re: New fee for smaller trash bag
8. Report from City Auditor re: Accounts having expenditures which exceed their appropriations
9. COM 09-028 (City Auditor) Patrolmen's MOU (cont'd from 8/06/09)

COMMITTEE
Councilor Jason Grow, Chair
Councilor Joe Ciolino, Vice Chair
Councilor Steve Curcuru
Committee members – Please bring relevant documentation

Cc: Mayor, Jim Duggan,
Marcia McInnis
Chief Lane
Chief Dench
Mike Hale
Kathy Middleton

RECEIVED
JUL 29 2009
Mayor's Office

City of Gloucester
Special Budgetary Transfer Request
Fiscal Year 2010

*****INTER-DEPARTMENTAL REQUIRING CITY COUNCIL APPROVAL*****Requires 6 Votes

DEPARTMENT REQUESTING TRANSFER: FIRE DEPARTMENT

TRANSFER # 10-
- 1 DATE: 7/29/2009 BALANCE IN ACCOUNT $28,215.00

(FROM) PERSONAL SERVICES ACCOUNT#: Unifund Acct #

(FROM) ORDINARY EXPENSE ACCOUNT#: Unifund Acct # 101000.10.220.53060.0000.00.000.00.052

Fire Dept., Public Safety
Account Description

EXPLANATION OF SURPLUS: Funds available for transfer

(TO)PERSONAL SERVICES ACCOUNT#: Unifund Acct # 101000.10.220.51300.0000.00.000.00.051

(TO) ORDINARY EXPENSE ACCOUNT#: Unifund Acct #

Fire Department, Sal/Wage, Overtime
Account Description

ANALYSIS OF NEED(S): To pay for 11 fire officers to attend a training seminar, "The art of reading smoke" in Dover, NH on 8/13/09

TOTAL TRANSFER AMOUNT $5,000.00

NEW BALANCE IN ACCOUNTS AFTER TRANSFER

FROM ACCOUNT: $23,215.00

TO ACCOUNT: $176,283.64

APPROVALS:

DEPT. HEAD: [signature] DATE: 7-29-2009

ADMINISTRATION: [signature] DATE: 8/5/09

BUDGET & FINANCE: _____ DATE: _____

CITY COUNCIL: _____ DATE: _____

RECEIVED
AUG 3 2009
Mayor's Office

City of Gloucester
Special Budgetary Transfer Request
Fiscal Year 2010

*****INTER-DEPARTMENTAL REQUIRING CITY COUNCIL APPROVAL*****Requires 6 Votes

DEPARTMENT REQUESTING TRANSFER: MAYOR

TRANSFER # 10- 2 DATE: 8/3/2009 BALANCE IN ACCOUNT $7,516.00

(FROM) PERSONAL SERVICES ACCOUNT#: Unifund Acct #

(FROM) ORDINARY EXPENSE ACCOUNT#: Unifund Acct # 101000.10.121.57800.0000.00.000.00.057

Mayor, Contingency/Emergency
Account Description

EXPLANATION OF SURPLUS: Funds available for transfer

(TO)PERSONAL SERVICES ACCOUNT#: Unifund Acct # 101000.10.121.51200.0000.00.000.00.051

(TO) ORDINARY EXPENSE ACCOUNT#: Unifund Acct #

Mayor, Sal/Wage-Temp. Position
Account Description

ANALYSIS OF NEED(S): Stipend for summer intern for work on 2008 Annual Report

TOTAL TRANSFER AMOUNT $750.00

NEW BALANCE IN ACCOUNTS AFTER TRANSFER

FROM ACCOUNT: $6,766.00

TO ACCOUNT: $750.00

APPROVALS:

DEPT. HEAD: Carol A. Kirk DATE: 8/5/09

ADMINISTRATION: Carol A. Kirk DATE: 8/5/09

BUDGET & FINANCE: DATE:

CITY COUNCIL: DATE:

Gloucester Police Department

Memo

RECEIVED
JUL 30 2009
Mayor's Office

To: Mr. Jim Duggan

From: Chief Michael Lane

CC:

Date: 7/30/2009

Re: Officer Andrew Knickle EMT Reimbursement

Officer Andrew Knickle attended EMT classes in FY09 pursuant to Article 23B of the Patrolman's Contract, but did not pass the state examination on his first attempt. He subsequently passed the EMT examination in late July and was awarded an EMT license last week. He is now requesting reimbursement of $6,659.80 in EMT training expenses as summarized on the attached worksheet.

Since Officer Knickle's EMT expenses were incurred in FY09, and there was no provision for a FY09 carryover based on his license status as of June 30, 2009, please ask the City Council for permission to reimburse officer Knickle $6,659.80 from FY10 funds.

Let me know if you have any questions or comments.

Andrew Knickle
EMT Basic
#881103

Type	Date	Case #	Hours	Dollar Amount
EMT Class	9/5/2008	346737	5	$188.25
EMT Class	9/10/2008	347119	5	$188.25
EMT Class	9/12/2008	347298	5	$188.25
EMT Class	9/17/2008	347717	5	$188.25
EMT Class	9/18/2008	347860	5	$188.25
EMT Class	9/24/2008	348323	5	$188.25
EMT Class	9/29/2008	348707	5	$188.25
EMT Class	10/4/2008	349106	5	$188.25
EMT Class	10/4/2008	349109	5	$188.25
EMT Class	10/9/2008	349533	5	$188.25
EMT Class	10/9/2008	349534	5	$188.25
EMT Class	10/15/2008	349938	5	$188.25
EMT Class	10/20/2009	350198	5	$188.25
EMT Class	10/21/2008	350324	5	$188.25
EMT Class	10/28/2008	350764	5	$188.25
EMT Class	10/29/2008	350828	5	$188.25
EMT Class	11/3/2008	351245	5	$188.25
EMT Class	11/4/2008	351414	5	$188.25
EMT Class	11/9/2008	351704	5	$188.25
EMT Class	11/15/2008	352092	5	$188.25
EMT Class	11/21/2008	352464	5	$188.25
EMT Class	11/21/2008	352465	5	$188.25
EMT Class	11/26/2008	352871	5	$188.25
EMT Class	12/2/2008	353219	5	$188.25
EMT Class	12/9/2008	353664	5	$188.25
EMT Class	12/9/2008	353714	5	$188.25
EMT Class	12/15/2008	354022	5	$188.25
EMT Class	12/18/2008	354203	5	$188.25
Money Order	12/9/2008			$125.00
Money Order	12/9/2008			$150.00
NSCC Bookstore	8/28/2008			$104.80
NSCC Tuition	7/23/2008			$1,009.00
TOTAL:				**$6,659.80**

City Hall Annex
Three Pond Road
Gloucester, MA 01930

TEL 978-281-9781
FAX 978-281-9779
sbuck@gloucester-ma.gov

CITY OF GLOUCESTER

COMMUNITY DEVELOPMENT DEPARTMENT

RECEIVED
JUL 23 2009
Mayor's Office

MEMORANDUM

TO: Mayor Carolyn Kirk
FROM: Sarah B. Buck, Community Development Director
RE: Green Communities Technical Assistance Grant
DATE: July 28, 2009

The Department of Energy Resources has established a Green Communities Division from which they intend to provide up to $10,000,000 annually for energy efficiency and renewable energy projects. The grants will be given to communities that qualify as Green Communities, as defined by five established criteria.

Understanding that communities might benefit from planning assistance to meet the criteria for becoming a Green Community, DOER is offering technical assistance to communities who commit to meeting the criteria in a one year timeframe and who have an established energy committee. Preference will be given to communities who already meet several of the criteria.

The technical assistance will help the community become an approved Green Community and so be eligible for the project grant funding mentioned above. Although the community commits to meeting the criteria within the one year time frame, there is no penalty if the community is unable to meet that goal. The five criteria are listed in the attached Program Opportunity Notice. The grant does not require any matching funds.

We will have to apply for the grant prior to obtaining City Council approval as the deadline is August 7, 2009. Please send this information up to the City Council for their review. Thank you.

City of Gloucester
Grant Application and checklist

Granting Authority: State_X___ Federal_____ Other_____

Applicant: City of Gloucester

Department: Community Development Department

Intent: Technical Assistance for Green Communities

Matching requirements: yes_____ no: _X_ amount: _____

City Council vote: approve _____deny:____ date: _____

City Clerk certification of vote #: date: _____

Granting Authority: Dept. of Energy Resources, Green Communities Division

Mayor's approval date: 8/6/09

Contract date: Contract number:

Auditor assignment: Title _____n/a_____ Amount: _____n/a_____

Budget by line item accounts: n/a

Note: a copy of all Grant contracts must be submitted to Auditors Office.

DEPARTMENT OF ENERGY RESOURCES

PROGRAM OPPORTUNITY NOTICE

GREEN COMMUNITIES GRANT PROGRAM

PLANNING ASSISTANCE

DOER Massachusetts Department of Energy Resources

DATE ISSUED: JULY 10, 2009
APPLICATION DEADLINE: 5 PM, August 7, 2009

The Green Communities Division is pleased to announce the availability of planning assistance for communities wishing to be designated as Green Communities.

INTRODUCTION

The landmark Green Communities Act signed into law by Governor Patrick in July 2008 created the Green Communities Division within DOER to serve as the hub for all cities and towns on all matters related to energy. Along with the Division, the Green Communities Act established the Green Communities Grant Program, providing up to $10,000,000 annually in grant funding to cities and towns that meet five specific criteria. The grant program will fund energy efficiency and renewable energy activities. The five criteria include:

1. Provide for the as-of-right siting of renewable or alternative energy generating facilities, renewable or alternative energy research and development (R&D) facilities, or renewable or alternative energy manufacturing facilities in designated locations.

2. Adopt an expedited application and permitting process under which these energy facilities may be sited within the municipality and which shall not exceed 1 year from the date of initial application to the date of final approval.

3. Establish an energy use baseline inventory for municipal buildings, vehicles, street and traffic lighting, and put in place a comprehensive program designed to reduce this baseline by 20 percent within 5 years of initial participation in the program.

4. Purchase only fuel-efficient vehicles for municipal use whenever such vehicles are commercially available and practicable.

5. Require all new residential construction over 3,000 square feet and all new commercial and industrial real estate construction to minimize, to the extent feasible, the life-cycle cost of the facility by utilizing energy efficiency, water conservation and other renewable or alternative energy technologies.

Recognizing that cities and towns may need guidance to meet these criteria, the Green Communities Division is offering planning assistance to eligible cities and towns to aid them in meeting the five criteria to become a "Green Community" This planning assistance will be provided through consultants selected by the Green Communities Division and will include the following tasks:

a. Verify those criteria that have been met
b. Develop an action plan to meet the outstanding criteria by:

i. Identifying key staff responsible for each task as well as the necessary resources
ii. Establishing timelines and schedules to complete tasks
iii. Providing draft and model documents for final criteria verification

c. Meet with municipal officials, boards and committees to present plans and answer questions
d. Produce copies of plans for municipality

ELIGIBILITY

To be eligible for the planning assistance, municipalities must meet the following criteria:

- Provide a letter of commitment from the Chief Executive Officer of the city or town to meet all five criteria within one year of technical assistance award
- Has established an energy committee and/or partnership with community energy organization to address energy issue
- Although not an eligibility requirement, Regional applications will be given special consideration

FUNDING

Green Communities will fund 100% of the consulting services provided under this program. Consultants have been selected through a competitive Request for Responses (RFR) process based on background and experience.

Awards will be in the form of consulting services and consultants.

Among the factors considered (but not limited to) in determining grant awards will be need and regional coverage. Based on available resources and the number of applications received, communities will be served in the following order of priority:

1. Those who meet 3 of the criteria at time of application
2. Those who meet 2 of the criteria at time of application
3. Those who meet 1 of the criteria at time of application

NOTE: Communities that meet 0 or 4 of the criteria at time of application may be served based on availability of funds. Also, priority will be given to regional applications.

As it relates to consultant assignments, DOER reserves the right to make all planning assistance assignments through this grant program.

PROGRAM ADMINISTRATION

The Green Communities Division will assign all consultants and will oversee the planning assistance process. Consultants will lead the planning activities and ensure that all tasks are completed within the established timeframe.

Consultants will be required to schedule a site visit at a time convenient to the municipality. The site visit shall be completed within thirty (30) business days of the Consultant's receipt of the assignment, and a report summarizing what the Consultant accomplished with the municipality along with a copy

of the municipality's action plan must be submitted to DOER within (90) business days of the initial site visit.

Municipalities that receive planning assistance agree to participate fully with the consultants assigned and to provide information and documents requested by the consultant in order to complete the assignment.

PROGRAM REPORTING

The Consultant will provide bi-weekly updates to Green Communities for the program period electronically in a format agreed to by Green Communities.

HOW TO APPLY

Application packages are available through the Massachusetts Department of Energy Resources Green Communities Website at www.mass.gov/energy/greencommunities. The Application deadline is August 7, 2009 by 5:00 PM (EDT). Green Communities reserves the right to limit the number of awardees.

Completed applications may be submitted one of two ways:

HARDCOPY: Green Communities Division
Planning Assistance Program
Attention: Jackie Meyer
100 Cambridge Street, 10th Floor
Boston, MA 02114

ELECTRONICALLY: Jackie.meyer@state.ma.us

QUESTIONS CONCERNING THE PON

Requests for clarification or additional information regarding this PON may be submitted via e-mail using the subject line "Green Communities Grant Program – Planning Assistance" to cliff.sullivan@state.ma.us You may also contact Cliff Sullivan by telephone at (617) 626-7360.

TIMELINE

Applications available	**July 10, 2009**
Deadline for submitting applications	**August 7, 2009**
Awards announced	**August 14, 2009**
Green Communities Grant Program launched	**Fall/Winter, 2009**

City Hall
Nine Dale Avenue
Gloucester, MA 01930

TEL 978-281-9700
FAX 978-281-9738
ckirk@ci.gloucester.ma.us

CITY OF GLOUCESTER
OFFICE OF THE MAYOR

MEMORANDUM

TO: City Council

FROM: Jim Duggan, Chief Administrative Officer

RE: Cricket Press Invoice (attached)

DATE: July 31, 2009

Councilors:

We are respectfully requesting permission to pay the City's portion ($957) of the attached Cricket Press invoice. The services were procured without a Purchase Order in place.

Thank you.

Attachment

the Cricket Press inc.
50 Summer Street PO Box 357
Manchester, MA 01944-0357
P 978-526-7131 F 978-526-8193 info@cricketpress.com

INVOICE

DATE	INVOICE NO.
6/26/2009	76073

BILL TO:

GLOUCESTER OFFICE OF TOURISM
ATTN JIM DUGGIN
9 DALE AVENUE
GLOUCESTER, MA 01930-2215

SHIP TO:

CUST #30900

P.O. NUMBER	TERMS	REP	SHIP	VIA	F.O.B.	PROJECT
003567	Due on receipt	FARRY	6/26/2009			

QUANTITY	ITEM CODE	DESCRIPTION	PRICE EACH	AMOUNT
20,000	Guides	Downtown Shopping Guides	0.11785	2,357.00
	Design	Design 10 HR @ $60 PER	600.00	600.00

RECEIVED
JUL 9 2009
Mayor's Office

/ discrepancy relating to an invoice or the service to which it pertains must be brought to our attention within 15 working days of invoice date.
rment not received within 30 days of date billed will result in an additional charge of 1.5% per month and in addition the customer is responsible for costs of collection
uding reasonable attorney's fees incurred in the collection process. Invoice due upon receipt.
ase remit payment to: The Cricket Press Inc. P.O. Box 357, Manchester, MA 01944-0357

It's been a pleasure working with you!

TOTAL $2,957.00

CITY OF GLOUCESTER FIRE DEPARTMENT
8 SCHOOL ST.
GLOUCESTER, MA 01930
978-281-9760

TO: Mayor Carolyn Kirk **DATE:** July 22, 2009

FROM: Sander Schultz, EMS Coordinator **COPIES TO:** Phil Dench, Fire Chief
Jim Duggan, CAO
Mayor's report to City Council

SUBJECT: Payment of Invoice for Lyons Ambulance for ALS Intercept Dated 6/18/2009

REFERENCE: Copy of Invoice,# 09-16113, attached

Dear Mayor Kirk,

Per request of the city auditor this MEMO is to outline why we need to pay the invoice in question. We cleared and closed the Purchase Orders allocated to pay ALS intercepts in the third week in June FY'09. We then received on June 26th an invoice for an ALS intercept provided by Lyons Ambulance for a date of service of June 18th. It is my practice to contact the vendors prior to closing the PO's, but Lyons' billing didn't have this run in yet and were therefore un-aware that it was in the pipeline. The invoice is valid and is for services rendered to the City of Gloucester. I am requesting that we pay this invoice out of FY 2010 funds, using the PO already approved for the purpose of paying Lyons Ambulance Service for ALS intercepts. It is my impression that this must be approved by the city council.

RECEIVED
JUL 22 2009
Mayor's Office

Thank you,

Sander Schultz
EMS Coordinator
City of Gloucester Fire Dept.
8 School St.
Gloucester, MA 01930
978-281-9760
sschultz@ci.gloucester-ma.gov

Lyons Ambulance Service LLC

135 MAPLE STREET
DANVERS, MA 01923-2060
Patient Accounts (978) 774-1133 Ext.
Federal Tax ID # 208998319

PATIENT NAME: GOODWIN, GERALD

PATIENT SSN:
RUN NUMBER: 09 - 16113
DATE OF CALL: 6/18/2009
TIME OF CALL: 07:19

Gloucester Fire Dept
8 SCHOOL STREET
GLOUCESTER, MA 01930

FROM: 9 POPLAR PARK
TO: ADDISON GILBERT HOSPITAL
PRIMARY PAYOR: Gloucester Fire Dept
021-12-1104
SECONDARY PAYOR: National Heritage Insurance Co
021-12-1104-A

DESCRIPTION	CHECK #	QUANTITY	UNIT PRICE	PAYMENT DAT	AMOUNT
ALS Intercept		1	461.91		461.91

Acct# 52001
PO # 1000383
OK to Pay
✓ 52001
OK to Pay
SJM

RECEIVED
JUN 26 2009
S. S
7/16/09

PLEASE PAY THIS AMOUNT $461.91

DETACH ALONG ABOVE LINE AND RETURN STUB WITH YOUR PAYMENT. THANK YOU.

PATIENT NAME: GOODWIN, GERALD
PATIENT SSN:
RUN NUMBER: 09 - 16113
CURRENT DATE: 06/23/09
AMOUNT ENCLOSED: $

REMIT TO: Lyons Ambulance Service LLC
135 MAPLE STREET
Danvers, MA 01923-2060

City Hall
28 Poplar Street
Gloucester, MA 01930

TEL 978 281-9785
FAX 978 281-3896

CITY OF GLOUCESTER

RECYCLING DEPARTMENT

RECEIVED
AUG 4 2009
Mayor's Office

July 30, 2009

TO: *Michael B. Hale*

FROM: *Kathy Middleton*

SUBJECT: *Fifteen gallon trash bag*

I'd like to request that you forward this memo to Mayor Kirk for inclusion in her next Mayor's Report to the City Council.

To complement the PAYT bag program the City would like to offer a smaller bag (15 gallon capacity at $1 each, sold in sleeves of five) for residents who don't need a full 36.5 gallon trash bag. We could have them ready to sell between September 8th and 12th, 2009.

Waste Zero has issued a price of $.131 for each 15 gallon, 1.5 mil bag. We would like to put the P.O. in place for 500 cases at a cost of $13,100 as soon as possible.

CITY OF GLOUCESTER
AUDITOR'S OFFICE

RECEIVED
JUL 31 2009
Mayor's Office

July 31, 20009

TO: CITY COUNCIL

FROM: CITY AUDITOR

RE: CODE OF ORDINANCE CHAPTER 2, ADMINISTRATION, ARTICLE III, OFFICERS AND EMPLOYEES, DIVISION 6, CITY AUDITOR, S 2-104 p. 161, EFFECTIVE MARCH 1, 1986

cc: MAYOR CAROLYN KIRK

S 2-104 DUTY WHEN APPROPRIATIONS ARE EXHAUSTED
WHENEVER THE APPROPRIATIONS FOR ANY DEPARTMENT FOR ANY OBJECTS HAVE BEEN EXHAUSTED, THE CITY AUDITOR SHALL COMMUNICATE THE FACT TO THE MAYOR AND THE CITY COUNCIL, AND ALL EXPENDITURES THEREFORE SHALL CEASE UNTIL A FURTHER APPLICATION IS DULY MADE.
AS OF THE WEEK ENDING JULY 31, 2009. THE FOLLOWING ACCOUNTS HAVE EXPENDITURES THAT EXCEED THEIR APPROPRIATIONS:

SCHOOL FUNCTION CODE	TITLE	AMOUNT OVER
2330	Non/Clerical Para/Inst. Asst.	($19,046.94)
2331	Sped Paraprof/Inst. Aide	($62,359.46)
2351	Prof. Develop. Leadership	($9,800.00)
2353	Prof Develop Inst. Staff	($59,574.00)
3500	Athletics	($46,675.00)
3520	Student Activities	($3,203.75)
	TOTAL	($200,759.15)

CITY ACCOUNT #	ACCOUNT TITLE	AMOUNT OVER
101000.10.211.51570	Police Uniform Workers Comp	($3,651.20)
101000.10.470.51100	Pub Prop Sal/Wage Perm	($953.83)
101000.10.470.51570	Pub Prop. Workers Comp	($2,791.41)
101000.10.499.51570	DPW other Workers Comp	($1.015.02)
101000.10.610.51250	Library Admin Sal/Wage PT Pos	($173.42)
101000.10.610.51430	Library Admin Night Differential	($692.30)
600000.10.440.51570	Sewer Enterprise Workers Comp	($3,100.24)
610000.10.450.51570	Water Enterprise Workers Comp	($985.14)
	TOTAL	($13,362.56)

GPPA, MCOP LOCAL 344
MOA, July 6, 2009

1. Rescind recent sick leave letters issued to unit members and convert to verbal reprimand
2. Agree to reopen CBA if City agrees to provide financial benefits for same time period more remunerative than provided herein.
3. 3-year period (FY08-10)
4. Wages – 0/0/0
5. The following stipends will be eliminated as separate items and instead added to create a new base rate: clothing, 911/Vesta, defibrillator.

ARTICLE V. Death Leave

- *Per Superior Officer's contract, eliminate language requiring leave to be used within a seven-day period of the death*

ARTICLE X. Sick Leave

- *The parties agree to reopen the agreement in the event that any other group of employees in Gloucester gains buy back more favorable than the Patrol Officers' contract. (TA)*
- Section B, Third ¶, change "preceding twelve month period" with "the current calendar year, Jan. 1 to Dec. 31."
- Permit up to three undocumented sick days per year to be used for care of family members.

ARTICLE IX.

- *Add Section F.* All extra watch or work assignments, whether requiring plain clothes or uniformed officers, shall be filled from the D work list. These assignments may include but are not limited to security of individuals or groups (examples include movie companies, grants and other private companies), peace keeping, enforcement of laws, beach work, surveillance, community policing, and Citizen's Academy. Detectives shall continue to fill overtime assignments from the A work list. If the particular assignment requires specific training, the Chief shall provide opportunities for training as finances permit in a fair and equitable manner.

ARTICLE XII. Union Business Leave

- *Nothing in the agreement shall abridge the right of any duly authorized representative of the union to present the views of the union to the citizens that affect the welfare of its members.* TA
- Union representatives on the negotiating committee who work the 4-12 or 12-8 shift on the day of a negotiating meeting he will be assigned to the day watch for that day so long as such absence will not result in overtime.

ARTICLE XV. Health Insurance

- *Adopt language from Superior Officer's contract providing $10,000 for funeral if officer dies in the line of duty.*

ARTICLE XXXIII. Special/Seasonal Assignments

- All assignments shall be based upon objective merit-based considerations as determined by the Chief of Police. The following process shall be observed when filling vacancies:
    - Notice of the vacancy will be posted for fifteen (15) days and will contain the duties of the position and qualifications required.
    - Application for the vacancy will be on a form provided by the Chief.
    - An interview will be conducted by the Chief and the Supervisor of the vacant position.
    - The Chief will make the appointment of the most qualified individuals
- Per practice, all vacancies will be filled by officers working the shift of the vacancy.

NEW PROVISION. Residency Requirement

- *Add provision in contract that, notwithstanding city ordinance, no member of the bargaining unit shall be required to reside in the City of Gloucester.*
- *Bargaining unit members shall be required to live within limits established by state law (currently 15 miles, c.41, §99A).*

NEW PROVISION. Retired Officers and Details

- *Allow early retirees to remain in regular rotation for one year.*
- *Allow retired Gloucester police officers to become Reserve Police Officers and to work paid details after all sworn members of the Gloucester Police Department have been unable to fill such details.*
- *Department shall require that such retired officers provide medical certification of good health and be in good standing within the Department.*
- *Disability retirees are ineligible for this benefit.*

NEW PROVISION. Assignment By Seniority

- The seven protocol tasks (4 patrol cruisers, house officer and two dispatch officers) will be bid by seniority every year. All other shift tasks, tasks by officers on leave, will be selected by the Watch Commander or the Chief.
- The Watch Commander and Chief retain the managerial right to re-assign officers from this bid on a daily basis for legitimate, non-discriminatory public safety or managerial purposes. In the event that an officer is re-assigned from the task of his or her preference, the Watch Commander or Chief will record the reasons for the re-assignment in the daily log prior to the re-assignment,

NEW PROVISION. Details Language.

- Incorporate language from previous side letter (i.e., early retirees as of April 09 may work from details list alongside active officers until April 10).

- The City agrees that all police work traditionally performed on a paid detail basis, including but not limited to traffic control at construction and utility sites, keeping the peace at private and public establishments and/or at private and public functions and events, and transporting money or valuables, shall remain the exclusive province of police officers who are in the bargaining unit, subject to the terms and conditions of this Agreement, and the discretion of the Chief of Police.
- All details will be paid in blocks of four-hour minimums.
- The rates will be set only "in consultation with the City."
- Detail assignments may be canceled without penalty up to one hour prior to start time for assignment.
- All details, including City and private details, will be paid at the private rate.

NEW PROVISION. Holiday Time Off.

- Requests for time off on holidays shall be made one month prior to said holiday and will be granted on seniority.

For the Union:

John A. Foster Jr
President

July 13, 2009

For the City:

Mayor

July 13, 2009

FY 10 - Salary Schedule and Assignment

Projections

ID	SalaryAssignments	SalaryAmt	NEW RATE	OT Rate	NEW OT Rate	Position FTEs	Annual Amount	Clothing	Defibr	911//Vesta	New Base	Quinn Rate	Incentive Pay
8995	Step 1 Sargent	26.8			1.50	1	**55,958.40**	**975**	**725**	**279.79**	**57,938.19**	-	-
8997	Step 1 Lieutenant	30.05	30.51875	45.08	45.78	0	-						
1063	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1075	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1025	Step 3 Lieutenant	30.05	30.51875	45.08	45.78	1	62,744.40	975	725	313.72	64,758.12	0.25	16,189.53
1062	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1023	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
1090	Step 3 Patrolman	22.82	23.28875	34.23	34.93	0	-	0	0	-	-		-
1021	Step 3 Lieutenant	30.05	30.51875	45.08	45.78	1	62,744.40	975	725	313.72	64,758.12	0.25	16,189.53
1030	Step 3 Sargent	26.8	27.26875	40.20	40.90	1	55,958.40	975	725	279.79	57,938.19	0.20	11,587.64
1052	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
1058	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1045	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1064	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1078	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1059	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1083	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1086	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1031	Step 3 Sargent	26.8	27.26875	40.20	40.90	0	-	0	0	-	-	-	-
1024	Step 3 Lieutenant	30.05	30.51875	45.08	45.78	0	-	0	0	-	-	-	-
1034	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
2130	Step 3 Patrolman	22.82	23.28875	34.23	34.93	0	-	0	0	-	-	-	-
1049	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
1043	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
1037	Step 3 Patrolman	22.82	23.28875	34.23	34.93	0	-	0	0	-	-	-	-
8996	Step 3 Lieutenant	30.05	30.51875	45.08	45.78	0	62,744.40	0	0	313.72	63,058.12	0.25	15,764.53
1040	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.05	2,479.32
1044	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
1068	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1077	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1057	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1065	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1039	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1035	Step 3 Patrolman	22.82	23.28875	34.23	34.93	0	-	0	0	-	-	-	-
1048	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1085	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1042	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1029	Step 3 Sargent	26.8	27.26875	40.20	40.90	1	55,958.40	975	725	279.79	57,938.19	0.25	14,484.55
1060	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60

FY 10 - Salary Schedule and Assignment

Projections

1066	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1067	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
7956	Step 3 Lieutenant	30.05	30.51875	45.08	45.78	1	62,744.40	975	725	313.72	64,758.12	0.25	16,189.53
1061	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1079	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1581	Step 1 Lieutenant	30.05	30.51875	45.08	45.78	0	-	0	0	-	-	-	-
1050	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1069	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1080	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1028	Step 3 Sargent	26.8	27.26875	40.20	40.90	1	55,958.40	975	725	279.79	57,938.19	0.20	11,587.64
1051	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
2132	Step 3 Patrolman	22.82	23.28875	34.23	34.93	0	-	0	0	-	-	0.10	-
1056	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
7193	Step 3 Sargent	26.8	27.26875	40.20	40.90	1	55,958.40	975	725	279.79	57,938.19	0.25	14,484.55
1047	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1046	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1038	Step 3 Patrolman	22.82	23.28875	34.23	34.93	0	-	0	0	-	-	-	-
1089	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.10	4,958.64
1041	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.25	12,396.60
1084	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1081	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	-	-
1092	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1053	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	47,648.16	975	725	238.24	49,586.40	0.20	9,917.28
1026	Step 3 Lieutenant	30.05	30.51875	45.08	45.78	1	62,744.40	975	725	313.72	64,758.12	0.10	6,475.81
1091	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	-	975	725	-	1,700.00		-
1036	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	-	975	725	-	1,700.00		-
1055	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	-	975	725	-	1,700.00		-
1076	Step 3 Patrolman	22.82	23.28875	34.23	34.93	1	-	975	725	-	1,700.00		-
7955	**Step 3 Sargent**	**26.8**	**27.26875**	**40.20**	**40.90**	**1**	**55,958.40**	**975**	**725**	**279.79**	**57,938.19**		**-**
							2,698,343.28	55,575.00	41,325.00	13,491.72	2,808,735.00		450,223.55
							$80,004.33	975	725	313.72	82,018.05	0.20	16,403.61
							2,778,347.61	**56,550.00**	**42,050.00**	**13,805.44**	**2,890,753.05**		**466,627.16**
											$2,834,397.00		$469,803.00
									Budget Variance		**($56,356.05)**		**$3,175.84**
		Hours						Clothing Rate			**51100**		**51950**
		40				2080	975/2080.	0.46875					