



BRIDGEWATER TOWN COUNCIL

Tuesday, September 9, 2014

7:30 PM

BTV Studios

80 Spring Street, Bridgewater MA

MEETING AGENDA

A. APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

- a) June 17, 2014 c) July 8, 2014
- b) June 25, 2014 d) August 5, 2014

B. ANNOUNCEMENTS FROM THE PRESIDENT

C. PROCLAMATIONS

D. CITIZEN OPEN FORUM

E. APPOINTMENTS

F. HEARINGS

- a) 7:40 p.m.: Order O-2014-021: CPC Loan Order - Acquisition of Conservation Restrictions, the Murray Farm and the Needs Farm
This measure was referred to the Budget & Finance Committee and Finance Committee. At their meeting held 8/27/14, the Finance Committee voted 3-2-1 to approve the measure. At their meeting held 9/2/13, the Budget & Finance Committee voted 2-0 to recommend approval. A public hearing has been duly advertised. At the conclusion of the public hearing, this measure may be finally considered.

G. LICENSE TRANSACTIONS

- a) **7:50 P.M. HEARING** – Petition #P-2014-24 - Transfer of All Alcohol Package Store license - A.M.B. Corporation dba Bernier's Liquors, 905 Plymouth Street
- b) **7:55 P.M. HEARING** – Petition #P-2014-25 - Transfer of All Alcohol Restaurant license - The Bear's Den Pub and Pizza, LLC, 39 Broad Street

H. PRESENTATIONS

I. TOWN MANAGER'S REPORT

J. DISCUSSIONS

- a) Administrative Code Framework – President Wood

K. COMMITTEE REPORTS

L. LEGISLATION FOR ACTION

- a) Ordinance #D-2014-005: Zoning Bylaw Amendment – Section 9.60 Planned Development District
A joint public hearing was held by the Community and Economic Development Committee and Planning Board on July 7, 2014. Both committees returned dispositions to recommend the measure. At their meeting held 8/5/14, the Town Council voted to return this measure to the Community & Economic Development committee for reconsideration. This measure has been duly advertised, therefore may be finally considered this evening.
- b) Order #O-2014-020: Rescind Order #2011-065: Loan Order - Calthrop Trust Land Acquisition
This measure was referred to the Budget & Finance Committee and Finance Committee. At their meeting held 8/13/14, the Finance Committee voted 5-0 to approve the measure. At their meeting held 9/2/13, the Budget & Finance Committee voted 2-0 to recommend approval. This measure may be finally considered this evening.
- c) Transfer #T-2014-040: AFSCME Contractual Obligation
This measure was referred to the Budget & Finance Committee and Finance Committee. At their meeting held 8/13/14, the Finance Committee voted 5-0 to approve the measure. At their meeting held 9/2/13, the Budget & Finance Committee voted 2-0 to recommend approval. This measure may be finally considered this evening.

- d) Transfer #T-2014-041: Rescind & Re-vote #T-2014-026 of CPC Reserve Accounts legislation
This measure was referred to the Budget & Finance Committee and Finance Committee. At their meeting held 8/13/14, the Finance Committee voted 5-0 to approve the measure. At their meeting held 9/2/13, the Budget & Finance Committee voted 2-0 to recommend approval. This measure may be finally considered this evening
- e) Resolution #R-2014-002: Resolution – Town Contracts
This measure was referred to the Budget & Finance Committee. At their meeting held 9/2/13, the Budget & Finance Committee voted 2-0 to recommend approval of this measure, with proposed amendments. This measure may be finally considered this evening
- f) Resolution #R-2014-003: Resolution – 2014 School Contract Policy Guidelines
This measure was referred to the Budget & Finance Committee. At their meeting held 9/2/13, the Budget & Finance Committee voted 2-0 to recommend approval of this measure, with proposed amendments. This measure may be finally considered this evening.

M. OLD BUSINESS

N. NEW BUSINESS

- a) Order #O-2014-022: Loan Order – Sewer Inspection, Cleaning and Lining (Rescind and Revote) (Town Manager)
- b) Transfer #T-2014-042: Payment of Prior Year Invoice for Police Department
- c) Transfer #T-2014-043: Payment of Prior Year Invoice for Treasurer/Tax Collector
- d) Transfer #T-2014-044: Re-Appropriation of Project Funds (Water/Sewer Departments)
- e) Transfer #T-2014-045: Payment of Prior Year Invoices for Transfer Station

O. CITIZEN COMMENTS

P. COUNCIL COMMENTS

Q. EXECUTIVE SESSION

R. ADJOURNMENT



Bridgewater Town Council

In Town Council, Tuesday, September 9, 2014

Council Order: O-2014-021

Introduced By: Town Manager
Date Introduced: August 5, 2014
First Reading: August 5, 2014
Second Reading: September 9, 2014
Third Reading:
Amendments Adopted:
Date Adopted:
Date Effective:

Proposed Order O-2014-021

CPC Loan Order

Acquisition of Conservation Restrictions, the Murray Farm and the Needs Farm

ORDERED, that \$1,300,000 is appropriated for the purpose of paying costs of purchasing conservation restrictions over the Murray Farm, located at 0 North Street, and the Needs Farm, located at 90 North Street, and for the payment of all costs incidental and related thereto (the "Project"), and that to meet this appropriation, up to \$1,300,000 (One million three hundred thousand dollars) is hereby appropriated from available amounts in the Community Preservation Fund, and the Treasurer, with the approval of the Town Manager, is authorized to borrow \$1,300,000 (One million three hundred thousand) under and pursuant to Chapter 44, Section 7(3) and Chapter 44B of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and that the Town Manager is authorized to contract for and expend any grants, aid or gifts available to pay costs of the Project, and any borrowing authorized by this Loan Order shall be reduced to the extent of any and all grants received by the Town on account of the Project; and that the Town Manager is authorized to take any other action necessary or convenient to carry out the Project.

Explanation:

The affirmative vote of this measure would affect the acquisition of conservation restrictions on the Murray Farm and Needs Farm lands.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Budget & Finance Committee • Referred to Finance Committee • This measure has been duly advertised in the Enterprise for a public hearing to be held 9/9/14 and advertised on the town's website.	• 9/2: vote 2-0 recommend approval • 8/27: vote 3-2-1 to approve



Bridgewater Town Council

In Town Council, Tuesday, September 9, 2014

Council Ordinance: D-2014-005

Introduced By:	Councilor Peter Colombotos
Date Introduced:	May 20, 2014
First Reading:	May 20, 2014
Second Reading:	July 8, 2014
Amendments Adopted:	July 8, 2014
Third Reading:	August 5, 2014
Fourth Reading:	September 9, 2014
Date Adopted:	
Date Effective:	

Proposed Ordinance D-2014-005

ZONING BYLAW AMENDMENT: 9.60 Planned Development District

ORDERED that pursuant to M.G.L., Chapter 40A, Section 5; the Town Council of the Town of Bridgewater, Massachusetts in Town Council assembled vote to amend the Bridgewater Zoning Bylaw, 9.60, Planned Development District as follows:

1. Strike entire definition "Hotel Parcel" from section 9.63
2. Section 9.632 #3 Hotels add language "(exceeding a minimum setback of 200 feet on Route 104)"
3. Edit Section 9.632 #6 as follows:

*The project area shall include a **50'** minimum depth buffer adjacent to public ways so as to substantially screen the uses of the premises from adjacent properties. No buffer strip shall be required where the project abuts an interstate highway or access ramp.*

Explanation: These changes will effectively 1) restrict Hotel Parcel to being adjacent to Routes 24 or 495, 2) allow five story hotel building within 200 feet of Route 104 and 3) allow buildings and parking within 50 feet of Route 104.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Planning Board • Referred to Community & Economic Development Committee • Joint Public Hearing duly advertised in Enterprise on 6/23 and 6/30 for 7/7/14 hearing date. • Referred back to Community & Economic Development Committee for further review. • Measure has been duly advertised in Enterprise and may be finally considered this evening.	• 7/7/14: Joint Public Hearing by Planning Board and Community & Economic Development Committee. Both committees voted unanimously to recommend approval with correction of scrivener's errors.

ROLL CALL VOTE – REQUIRES 2/3 VOTE OF FULL COUNCIL (6)



Bridgewater Town Council

In Town Council, Tuesday, September 9, 2014

Council Order: O-2014-020

Introduced By: Town Manager
Date Introduced: July 8, 2014
First Reading: July 8, 2014
Second Reading: September 9, 2014
Amendments Adopted:
Date Adopted:
Date Effective:

Order O-2014-020

RESCIND ORDER #O-2011-065: LOAN ORDER – CALTHROP TRUST LAND ACQUISITION

ORDERED: that Order #O-2011-065: Loan Order – Calthrop Trust Land Acquisition (attached) in the amount of \$2,624,000.00 which was adopted on January 5, 2012 for the purposes of purchasing the Calthrop Trust Property is hereby rescinded.

Explanation:

This order executes the stated recommendation of the CPC as voted at their meeting held Thursday, June 19, 2014 (attached). Passage of this measure will enable the CPC to allocate funds towards purchasing two conservation restrictions (Peter Murray land and Needs land)

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Budget & Finance Committee • Requires Consideration by Finance Committee	• 9/2/14: Vote 2-0 recommend approval • 8/13/14: Vote 5-0 approve

ROLL CALL VOTE: REQUIRES MAJORITY OF THOSE PRESENT AND VOTING.



Bridgewater Town Council

In Town Council, Thursday, January 5, 2012

Council Order: 2011-065

Introduced By:	Councilor Peter Colombotos
Date Introduced/First Reading:	October 18, 2011
Second Reading:	December 6, 2011
Third Reading:	January 5, 2012
Amendments Adopted:	December 6, 2011
Date Adopted:	January 5, 2012
Date Effective:	February 5, 2012

Order #2011-065

Town Council Loan Order (Calthrop Trust Land Acquisition)

ORDERED, that \$2,624,000 is appropriated to pay costs of acquiring the Calthrop Trust property—which consists of one 144± acre lot, with deeds recorded at the Plymouth Registry of Deeds, Plymouth, Massachusetts, on Page 17 of Book 3865 and on Page 91 of Book 3531 and is identified as Lot 3 on Bridgewater Assessors' Map 67—for Community Preservation Act purposes, including the payment of all costs incidental and related thereto; that to meet this appropriation, the Treasurer, with the approval of the Town Manager, is authorized to borrow up to \$2,624,000.00 under and pursuant to Chapter 44, Section 7(3) and Chapter 44B of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore.

Attachment:

Explanation:

*The cost to the town to purchase the Calthrop Trust property will be no more than \$1,825,000. However, at the closing the Town **may** have to cover \$800,000 of the three partner organizations' \$875,000 share of the purchase. If this is the case, the partners will reimburse the Town immediately after the Town closes with the sellers.*

This debt—expected to run for 20 years at a rate of roughly \$4.25%—shall be serviced by payments from the Town's Community Preservation monies.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Budget Committee 10/18/11 • Referred to Finance Committee 10/18/11 • This measure has been advertised as a Public Hearing to be held 1/5/12.	• 11/3/11: Deferred pending Finance Committee 11/17/11: Deferred pending Finance Committee 12/1/11: Approved unanimously. 11/9/11: Deferred (7-0) pending further information from several parties who have been invited to Finance Committee's 11/30/11 meeting. 11/30/11: Finance Committee Support and Approve (8-0).

In accordance with the applicable provisions of the Town of Bridgewater Home Rule Charter and Town Council Rules and Procedures, the Town Council assembled voted, at their meeting on Thursday, January 5, 2012, to approve the aforementioned order by a roll call vote (8-0) (Councilor Demos recused himself of the matter).

A TRUE COPY ATTEST:

Ann M. Holmberg
Town Council Clerk



Bridgewater Town Council

In Town Council, Tuesday, September 9, 2014

Council Transfer: T-2014-040

Introduced By: Town Manager
Date Introduced: July 8, 2014
First Reading: July 8, 2014
Second Reading: September 9, 2014
Amendments Adopted:
Date Adopted:
Date Effective:

Transfer - #T-2014-040

AFSCME CONTRACTUAL OBLIGATION

ORDERED, in accordance with MGL, Chapter 44, Section 68, that the Town Council votes to appropriate and transfer the sum of \$800.00 from the following accounts and to be distributed to the following budget accounts to pay for, or take any other action relative thereto.

TRANSFER FROM:		
ACCOUNT	ACCOUNT NUMBER	AMOUNT
Water General Salaries	602-450-01-0101-511400	800.00
	TOTAL:	<u>\$ 800.00</u>
TRANSFER TO:		
ACCOUNT	ACCOUNT NUMBER	AMOUNT
Encumbered Salaries Payable	602-000-00-0000-202000	800.00
	TOTAL:	<u>\$ 800.00</u>

Explanation: The Town Manager settled a collective bargaining dispute with the AFSCME union. The amounts of this transfer request will fulfill the town's settlement obligations.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
- Referred to Budget & Finance Committee - Requires Consideration by Finance Committee	9/2/14: Vote 2-0 recommend approval 8/13/14: Vote 5-0 approve

ROLL CALL VOTE – REQUIRES MAJORITY OF THOSE PRESENT AND VOTING



Bridgewater Town Council

In Town Council, Tuesday September 9, 2014

Council Transfer: # T-2014-041

Introduced By:	Town Manager (at the Request of the Town Accountant)
Date Introduced:	August 5, 2014
First Reading:	August 5, 2014
Second Reading:	September 9, 2014
Amendments Adopted:	
Date Adopted:	
Date Effective:	

Proposed Transfer #T-2014-041

CPA RESERVE ACCOUNTS

ORDERED that Transfer #T-2014-026 (CPA Reserve Accounts) (attached) appropriating Community Preservation Funds is hereby rescinded.

FURTHER ORDERED: Pursuant to Section 6-4(d) of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate from the Community Preservation Fund FY2015 estimated annual revenues the sum of \$36,000 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2015;

And further,

To reserve for future appropriation from the Community Preservation Fund FY2015 estimated annual revenues the sum of \$72,000 for the acquisition, creation and preservation of open space; \$72,000 for acquisition, preservation, restoration and rehabilitation of historic resources; and \$72,000 for the acquisition, creation, preservation and support of community housing,

And further,

To reserve for future appropriation from the Community Preservation Fund FY2015 estimated annual revenues the sum of \$550,000 for a FY2015 budgeted reserve,

And further,

To appropriate \$47,300 for the payment of debt related to the Keith Homestead purchase from FY2015 estimated revenues.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Budget & Finance Committee • Requires Consideration by Finance Committee	• 9/2/14: Vote 2-0 recommend approval • 8/13/14: Vote 5-0 approve

ROLL CALL VOTE – REQUIRES MAJORITY OF THOSE PRESENT AND VOTING.



Bridgewater Town Council

In Town Council, Tuesday June 17, 2014

Council Transfer: # T-2014-026

Introduced By:	Town Manager (at the Request of the Town Accountant)
Date Introduced:	May 20, 2014
First Reading:	May 20, 2014
Second Reading:	June 17, 2014
Amendments Adopted:	June 17, 2014
Date Adopted:	June 17, 2014
Date Effective:	June 17, 2014

Transfer #T-2014-026

CPA RESERVE ACCOUNTS

ORDERED: Pursuant to Section 6-4(d) of the Town of Bridgewater Charter, that the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to appropriate from the Community Preservation Fund FY2015 estimated annual revenues the sum of \$36,000 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2015;

And further,

To reserve for future appropriation from the Community Preservation Fund FY2015 estimated annual revenues the sum of \$72,000 for the acquisition, creation and preservation of open space; \$72,000 for acquisition, preservation, restoration and rehabilitation of historic resources; and \$72,000 for the acquisition, creation, preservation and support of community housing,

And further,

To reserve for future appropriation from the Community Preservation Fund FY2015 estimated annual revenues the sum of \$1,700,000 for a FY2015 budgeted reserve,

And further,

To appropriate \$47,300 for the payment of debt related to the Keith Homestead purchase from FY2015 estimated revenues.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
- Referred to Budget & Finance Committee - Requires consideration by Finance Committee	5/27/14: Vote 3-0 recommend approval 6/11/14: Vote 6-0 approve

In accordance with the applicable provisions of the Town of Bridgewater Home Rule Charter and Town Council Rules and Procedures, the Town Council assembled voted, at their meeting on Tuesday, June 17, 2014, to approve the aforementioned Transfer by a roll call vote (5-0) (Councilors Pitta, Rivers, Norris and Wright absent).

A TRUE COPY ATTEST:

Ann M. Holmberg
Town Council Clerk

ROLL CALL VOTE – PASSAGE REQUIRES MAJORITY OF THOSE PRESENT AND VOTING.



Bridgewater Town Council

In Town Council, Tuesday, Tuesday, September 9, 2014

Proposed Amendments

Council Resolution: R-2014-002

Introduced By: Councilor William Rivers
Date Introduced: May 6, 2014
First Reading: May 6, 2014
Second Reading: September 9, 2014
Amendments Adopted:
Date Adopted:
Effective Date:

Proposed Resolution #R-2014-002

BRIDGEWATER'S 2014 CONTRACT POLICY GUIDELINES

WHEREAS: The Town Council is the approving and appropriating authority for any and all labor agreements; and

WHEREAS: The employee pension costs are estimated to increase more than 11% for FY15 with continuing increased in excess of 2.5% ; and

WHEREAS: The economic outlook for FY15 continues to be uncertain, and a cautious approach to labor negotiations is warranted; and

WHEREAS: Contract guidelines need to be clearly communicated from the Town Council to the Town Manager for effective labor management.

RESOLVED: Pursuant to establishing guidelines and priorities for the Town Manager during contractual negotiations, the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to adopt the following Contract Guidelines for the Town Manager to use in labor negotiations in 2014:

The Town Council is adopting these budget policy guidelines pursuant to Section 6-1 of the Bridgewater Home Rule Charter. Based on these guidelines, the Town Manager will negotiate all labor contracts for 2014.

ONGOING CONTRACT NEGOTIATION PRACTICES

During 2014 contract negotiations, the Town Manager should strive to attain the following goals:

- Seek to limit the total annual salary increase, including cost of living adjustments, step adjustments, longevity bonuses and all other salary benefits to the lesser of the Town's projected revenue increase or than 2.5%.
- Seek to reduce all future unfunded liabilities.

Recognizing that each collective bargaining unit is unique, the Town Manager is encouraged to use all available methods in order to achieve the above goals. The methods can include, but are not limited to the following:

- ~~Consolidate all salaried benefits for all employees into a base salary where this would not result in an increase in overtime costs for the Town.~~
- Eliminate longevity bonuses for existing and new employees.

ROLL CALL VOTE – REQUIRES MAJORITY OF THOSE PRESENT AND VOTING.

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- Reduce the number of steps associated with each salaried position.
 - i. Tie any step increases to performance reviews.
- Eliminate sick time buyback for all new employees and install a cap for sick time buyback on all employees as well as institute the following provisions:
 - i. The total payout upon retirement for current and new-employees should not exceed \$10,000.
 - ii. Any current employee with a payout due to them of over \$10,000 should be capped at the amount accrued at the date the contract is ratified.
 - iii. Include a contract provision to require notice to the Town of Bridgewater prior to any retirement.
 - iv. Any sick time payouts should be payable over 2 fiscal years upon the retirement of any employee.
- Continue to reduce the cost of health care insurance on the Town of Bridgewater by:
 - i. Shift the health insurance split for all employees with the ultimate goal of a 50/50 split.
 - ii. Eliminate the stipend for health insurance opt-out.
- ~~Allow for increased management flexibility to implement cost saving measures where identified and to allow for increased sharing of part-time employees across departments. Allow part time employees to work up to 30 hours per week before they are eligible for union membership and other payable employee benefits, such as health care and pension.~~
- ~~Remove part time employees from current unions to allow for management flexibility, and to allow for increased sharing of part time employees across departments.~~
- Reform education incentives:
 - i. Limit incentives to courses directly related to current position
 - ii. Require adequate grades for incentives
 - iii. Eliminate annual incentives for training mandated by the position
- ~~Reduce~~Cap the minimum mandatory shift for overtime to 3 hours.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Budget & Finance Committee	• 9/2/14: Vote 2-0 to recommend approval with proposed amendments.



Bridgewater Town Council

Proposed Amendments

In Town Council, Tuesday, Tuesday, September 9, 2014

Council Resolution: R-2014-003

Introduced By:	Councilor William Rivers
Date Introduced:	May 6, 2014
First Reading:	May 6, 2014
Second Reading:	September 9, 2014
Amendments Adopted:	
Date Adopted:	
Effective Date:	

Proposed Resolution #R-2014-003

BRIDGEWATER'S 2014 CONTRACT POLICY GUIDELINES

WHEREAS: The Town Council is the approving and appropriating authority for all school district assessments; and

WHEREAS: The Town of Bridgewater expends more than 50% of its available annual funds on education and school buildings; and

WHEREAS: The economic outlook for FY15 continues to be uncertain, and a cautious approach to labor negotiations is warranted; and

WHEREAS: Contract guidelines need to be clearly communicated from the Town Council to the School Committee for effective labor management and labor relations.

RESOLVED: Pursuant to establishing guidelines and priorities for the Bridgewater-Raynham School Committee during contractual negotiations, the Town Council of Bridgewater, Massachusetts in Town Council assembled vote to adopt the following Contract Guidelines for the ~~Town-Manager~~School Committee to use in labor negotiations in 2014:

ONGOING CONTRACT NEGOTION PRACTICES

During 2014 contract negotiations, the School Committee should strive to attain the following goals:

- Seek to limit the total annual salary increase, including cost of living adjustments, step adjustments, longevity bonuses and all other salary benefits to the lesser of the Town's projected revenue increase or 2.5%.
- ~~Seek to limit the total annual salary increase, including cost of living adjustments, step adjustments, longevity bonuses and all other salary benefits to less than 2%.~~
- Seek to reduce all future unfunded liabilities.

Recognizing that each collective bargaining unit is unique, the School Committee is encouraged to use all available methods in order to achieve the above goals. The methods can include, but are not limited to the following:

ROLL CALL VOTE: REQUIRES MAJORITY OF THOSE PRESENT AND VOTING PENDING ANY AMENDMENTS.

- Eliminate longevity bonuses for existing and new employees.
- Reduce the number of steps associated with each salaried position.
 - i. Tie any step increases to performance reviews.
- Eliminate sick time buyback for all new employees and install a cap for sick time buyback on all employees as well as institute the following provisions:
 - i. The total payout upon retirement for current and new employees should not exceed \$10,000.
 - ii. Any current employee with a payout due to them of over \$10,000 should be capped at the amount accrued at the date the contract is ratified.
 - iii. Include a contract provision to require notice to the Town of Bridgewater prior to any retirement.
 - iv. Any sick time payouts should be payable over 2 fiscal years upon the retirement of any employee.
- Continue to reduce the cost of health care insurance on the Town of Bridgewater by:
 - i. Shift the health insurance split for all employees ~~with the ultimate goal of a 50/50 split.~~
 - ii. Eliminate ~~any the~~ stipend for health insurance opt-out.
- ~~Allow for increased management flexibility to implement cost saving measures where identified and to allow for increased sharing of part-time employees across departments. Allow part time employees to work up to 30 hours per week before they are eligible for union membership and other payable employee benefits, such as health care and pension.~~
- ~~Remove part-time employees from current unions to allow for management flexibility, and to allow for increased sharing of part-time employees across departments.~~
- Reform education incentives:
 - i. Limit incentives to courses directly related to current position
 - ii. Require adequate grades for incentives
 - iii. Eliminate annual incentives for training mandated by the position
- Cap the minimum mandatory shift for overtime to 3 hours.

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
• Referred to Budget & Finance Committee	• 9/2/14: Vote 2-0 to recommend approval with proposed amendments.