

## Voter Information on Multi-Year General Overrides

The passage of *Article 2. Fund Orleans Police Federation Contract* and *Article 3. Fund Orleans Permanent Firefighters' Association Contract* at the October 17 Special Town Meeting were contingent upon the passage of six (6) general override ballot questions at the December 6 Special Town Election.

Both the Police and Firefighters contracts are for a term of three (3) years (July 1, 2022 through June 30, 2025) and require the passage of multi-year general overrides in order to be fully funded.

Based on the Department of Revenue Division of Local Services guide, a total of six (6) ballot questions are needed – three (3) for Police and three (3) for Firefighters. The ballot questions for the Police contract will total \$165,000, and the ballot questions for Firefighters contract will total \$304,000 over three (3) years.

Attached are copies of Article 2 and Article 3; the revised motions presented at the Special Town Meeting with the amount in taxes to be raised to cover each fiscal year of the Police and Firefighters contracts; and the six (6) ballot questions with the amount in taxes to be raised in the year in which the appropriation is needed.

October 17, 2022 Special Town Meeting Warrant

**ARTICLE 2. FUND ORLEANS POLICE FEDERATION CONTRACT**

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of One Hundred Sixty-Five Thousand and 00/100 Dollars (\$165,000.00) or any other sum, to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Police Federation in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, and that the sum of Sixteen Thousand and 00/100 Dollars (\$16,000.00) of the One Hundred Sixty-Five Thousand and 00/100 Dollars (\$165,000.00) be added to the FY 23 Police Department Salaries Account budget, provided however that such appropriation shall be contingent upon the passage of a general override ballot question under the provisions of Massachusetts General Laws, Chapter 59 Sec. 21C, paragraph (g) and (m) (Proposition 2 ½ so called); or to take any other action relative thereto. (Select Board)

(Simple Majority Vote Required)

**PROPOSED MOTION**

I move that this article be accepted and adopted as printed in the warrant and that the sum of One Hundred Sixty-Five Thousand and 00/100 Dollars (\$165,000.00) be raised and appropriated for this purpose and that the sum of Sixteen Thousand and 00/100 Dollars (\$16,000.00) of the One Hundred Sixty-Five Thousand and 00/100 Dollars (\$165,000.00) be added to the FY 23 Police Department Salaries Account budget, provided however that this vote shall not take effect until the Town votes, pursuant to Massachusetts General Laws, Chapter 59 Sec. 21C, to assess an additional One Hundred Sixty-Five Thousand and 00/100 Dollars (\$165,000.00) in real estate and personal property taxes for the purpose of funding the Orleans Police Federation collective bargaining agreement for the fiscal year beginning July 1, 2022.

**SUMMARY**

This article will fund contract obligations with the Orleans Police Federation, for the period July 1, 2022 – June 30, 2025. For budget planning purposes, the FY 23 Budget included a 3% increase for the first year of the new contract. In negotiating the new agreement, the Select Board’s main goal was to address the Town’s ability to attract and retain qualified police officers in a very competitive job market on Cape Cod. The new three-year contract is structured to provide a base agreement funded with the 3% in the budget, along with an addendum agreement to fund the additional compensation that the Board feels is needed to be competitive. The addendum agreement is subject to a general override and includes the additional funding over and above the base agreement for the three years of the new contract. The projected total cost increase of the new contract is 18%.

<b>SB:</b>	5 – YES	0 – NO	0 – ABSTAIN
<b>FC:</b>	5 – YES	0 – NO	0 – ABSTAIN

**ARTICLE 3. FUND ORLEANS PERMANENT FIREFIGHTERS' ASSOCIATION CONTRACT**

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of Three Hundred Four Thousand and 00/100 Dollars (\$304,000.00), or any other sum, to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Permanent Firefighters' Association, Local 2675 I.A.F.F. in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, and that the sum of Seventy-Five Thousand One Hundred and 00/100 Dollars (\$75,100.00) of the Three Hundred Four Thousand and 00/100 Dollars (\$304,000.00) be added to the FY 23 Fire Department Salaries Account budget, provided however that such appropriation shall be contingent upon the passage of a general override ballot question under the provisions of Massachusetts General Laws, Chapter 59 Sec. 21C, paragraph (g) and (m) (Proposition 2 ½ so called); or to take any other action relative thereto. (Select Board)

(Simple Majority Vote Required)

**PROPOSED MOTION**

I move that this article be accepted and adopted as printed in the warrant and that the sum of Three Hundred Four Thousand and 00/100 Dollars (\$304,000.00), be raised and appropriated for this purpose, and that Seventy-Five Thousand One Hundred and 00/100 Dollars (\$75,100.00) of the Three Hundred Four Thousand and 00/100 Dollars (\$304,000.00) be added to the FY 23 Fire Department Salaries Account budget, provided however that this vote shall not take effect until the Town votes, pursuant to Massachusetts General Laws, Chapter 59 Sec. 21C, to assess an additional Three Hundred Four Thousand and 00/100 Dollars (\$304,000.00) in real estate and personal property taxes for the purpose of funding the Orleans Permanent Firefighters Association, Local 2675 I.A.F.F. collective bargaining agreement for the fiscal year beginning July 1, 2022.

**SUMMARY**

This article funds the contract obligations with the Orleans Permanent Firefighters' Association, Local 2675 I.A.F.F for the period July 1, 2022 – June 30, 2025. For budget planning purposes, the FY 23 Budget included a 3% increase for the first year of the new contract. In negotiating the new agreement, the Select Board's main goal was to address the Town's ability to attract and retain qualified paramedics/firefighters in a very competitive job market on Cape Cod. The new three-year contract is structured to provide a base agreement funded with the 3% in the budget, along with an addendum agreement that would fund the additional compensation the Board feels is needed to be competitive. The addendum agreement is subject to a general override and includes the additional funding over and above the base agreement for the three years of the new contract. The projected total cost increase of the new contract is 16%.

**SB:**            5 – YES            0 – NO            0 – ABSTAIN  
**FC:**            5 – YES            0 – NO            0 – ABSTAIN

**DECEMBER 6, 2022  
BALLOT QUESTIONS**

**QUESTION 1.**

Shall the Town of Orleans be allowed to assess an additional \$16,000.00 in real estate and personal property taxes to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Police Federation in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, for the fiscal year beginning July 1, 2022?

YES \_\_\_\_\_ NO \_\_\_\_\_

**QUESTION 2.**

Shall the Town of Orleans be allowed to assess an additional \$45,000.00 in real estate and personal property taxes to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Police Federation in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, for the fiscal year beginning July 1, 2023?

YES \_\_\_\_\_ NO \_\_\_\_\_

**QUESTION 3.**

Shall the Town of Orleans be allowed to assess an additional \$104,000.00 in real estate and personal property taxes to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Police Federation in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, for the fiscal year beginning July 1, 2024?

YES \_\_\_\_\_ NO \_\_\_\_\_

**QUESTION 4.**

Shall the Town of Orleans be allowed to assess an additional \$75,100.00 in real estate and personal property taxes to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Permanent Firefighters' Association, Local 2675 I.A.F.F. in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, for the fiscal year beginning July 1, 2022?

YES \_\_\_\_\_ NO \_\_\_\_\_

**QUESTION 5.**

Shall the Town of Orleans be allowed to assess an additional \$65,500.00 in real estate and personal property taxes to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Permanent Firefighters' Association, Local 2675 I.A.F.F. in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, for the fiscal year beginning July 1, 2023?

YES \_\_\_\_\_ NO \_\_\_\_\_

**QUESTION 6.**

Shall the Town of Orleans be allowed to assess an additional \$163,400.00 in real estate and personal property taxes to pay for the salary costs for employees covered under the collective bargaining agreement between the Town and the Orleans Permanent Firefighters' Association, Local 2675 I.A.F.F. in accordance with the terms of the new collective bargaining agreement commencing July 1, 2022 through June 30, 2025, for the fiscal year beginning July 1, 2024?

YES \_\_\_\_\_ NO \_\_\_\_\_