From: "Mikaela A. McDermott" < MMcDermott@newbedford-ma.gov>

Date: February 3, 2020 at 11:23:40 AM EST

To: Linda Morad <Linda.Morad@newbedford-ma.gov>, Linda Morad

lindamoradatlargecouncillor@aol.com>

Cc: DAVID GERWATOWSKI < davidgerwatowski@comcast.net >, Denis Lawrence

<dlawrence@newbedford-ma.gov>

Subject: Residency requirements for city union employees

Councilor Morad,

Below are the residency requirements in the city's collective bargaining agreements. I am seeking the same information from the School Department and will send it to you as soon as I receive it.

Thanks,

Mikaela

AFSCME Unit A

Employees hired prior to September 1, 1978 – No residency requirement Employees hired between September 1, 1978 and December 11, 2017 – 3 years Employees hired after December 11, 2017 – must remain a resident as a term of condition of employment

AFSCME Unit B (EMS)

Employees hired prior to September 1, 1978 – No residency requirement Employees hired between September 1, 1978 and December 11, 2017 – 3 years

Fire

Employees hired before September 1, 2017 – 4 years Employees hired on or after September 1, 2017 – 10 years

<u>Police</u>

Employees hired prior to March 24, 2018 – 4 years Employees hired after March 24, 2018 – 10 years From: Heather Emsley hemsley@newbedfordschools.org

Sent: Tuesday, February 4, 2020 10:40 AM

To: Mikaela A. McDermott < MMcDermott@newbedford-ma.gov>

Cc: Jane Medeiros Friedman < J Medeiros Friedman@newbedford-ma.gov>

Subject: RE: Residency requirements for city union employees

Good morning. Please see below.

AFSCME:

J. RESIDENCY

Every person first employed by the New Bedford Committee on or after June 2, 1980, in a Civil Service position, shall be a resident of the City of New Bedford. An employee subject to the residency policy, who has completed three (3) full years (36 months) of full or part-time service with the New Bedford School Department, may reside outside the City.

NBEA (Unit A & B) - no requirement

Paraprofessional: no requirement

Thank you,

Heather Emsley
Executive Director of Human Capital Services
New Bedford Public School District
455 County Street, Room 101
New Bedford, MA 02740

Office: (508) 997-4511 ext. 14300

Fax: (508) 984-0713

Preferred Pronouns: She/Her/Hers

AFSCME

Job Class Desc **Location Desc Home City 1** FINANCIAL ASSISTANT I **AUDITOR'S OFFICE** SOUTH DARTMOUTH OFFICE ASSISTANT III **BOARD OF ELECTIONS ACUSHNET OFFICE ASSISTANT III** CITY CLERK'S OFFICE **ACUSHNET** CARPENTER **DEPT OF FACILITIES & FLEET MGT DARTMOUTH CARPENTER** DEPT OF FACILITIES & FLEET MGT **ACUSHNET DIESEL ENGINE REPAIR DEPT OF FACILITIES & FLEET MGT ACUSHNET DIESEL ENGINE REPAIR** DEPT OF FACILITIES & FLEET MGT **SOUTH DARTMOUTH** FINANCIAL ASSISTANT I DEPT OF FACILITIES & FLEET MGT **FAIRHAVEN PLUMBER** DEPT OF FACILITIES & FLEET MGT **DARTMOUTH DIESEL ENGINE REPAIR** DPI WASTEWATER **FAIRHAVEN SEWAGE PLANT MAINTENANCE PERSON DPI WASTEWATER** WESTPORT **WORKING FOREPERSON DPI WASTEWATER ACUSHNET WORKING FOREPERSON/DIESEL ENGINE REPAIR DPI WASTEWATER FAIRHAVEN** SUPERVISING LAB TECHNICIAN **HEALTH DEPARTMENT DARTMOUTH** LOCAL BUILDING INSPECTOR INSPECTIONAL SERVICES **ACUSHNET SENIOR PLUMBING & GAS FITTING INSPECTOR INSPECTIONAL SERVICES** MARION **BOOKMOBILE DVR/CLK** LIBRARY **FAIRHAVEN** LIBRARY ASSISTANT II LIBRARY **SOUTH DARTMOUTH** OFFICE ASSISTANT III **MUNICIPAL AIRPORT SOUTH DARTMOUTH** ANIMAL CONTROL OFFICER POLICE DEPARTMENT DARTMOUTH **EMERGENCY TELECOMMUNICATIONS DISPATCHER** POLICE DEPARTMENT **FAIRHAVEN BUILDING MAINTENANCE PERSON PUBLIC INFRASTRUCTURE DARTMOUTH** GREEN HOUSE GARDENER PUBLIC INFRASTRUCTURE **FAIRHAVEN** PARKS FOREPERSON **PUBLIC INFRASTRUCTURE** DARTMOUTH **SMEO PUBLIC INFRASTRUCTURE DARTMOUTH WORKING FOREPERSON PUBLIC INFRASTRUCTURE** DARTMOUTH OFFICE ASSISTANT III TREASURER'S OFFICE DARTMOUTH **DIESEL ENGINE REPAIR** WATER DEPARTMENT **FAIRHAVEN** FINANCIAL ASSISTANT I WATER DEPARTMENT **ACUSHNET** JUNIOR CIVIL ENGINEER WATER DEPARTMENT **DARTMOUTH STOREKEEPER** WATER DEPARTMENT DARTMOUTH OFFICE ASSISTANT III **ZOO DEPARTMENT EAST FREETOWN** SENIOR ZOO CARETAKER **ZOO DEPARTMENT** WESTPORT **ZOO CARETAKER** ZOO DEPARTMENT **FAIRHAVEN ZOO CARETAKER ZOO DEPARTMENT ACUSHNET ZOO CARETAKER ZOO DEPARTMENT FAIRHAVEN ZOO CARETAKER ZOO DEPARTMENT** ACUSHNET ZOO CARETAKER **ZOO DEPARTMENT** WESTPORT **ZOO CARETAKER** ZOO DEPARTMENT ACUSHNET

Total AFSCME: 330 Non residents: 39

Job Class Desc

AFFORDABLE HOUSING SPECIALIST
CD PROJECT MANAGER
DEPUTY DIR COM DEVELOPMENT
DIR OF COMMUNITY DEVELOPMENT
FINANCE MANAGER
GRANTS COMPLIANCE COORD
REHAB SPECIALIST

Total CD: 11
Non residents: 7

Group/BU Desc

COMMUNITY DEVELOPMENT

Home City 1
BARRINGTON
ACUSHNET
SANDWICH
TAUNTON
DARTMOUTH
BRISTOL
MATTAPOISETT

EMS

Job Class Desc	Location Desc	Home City 1
EMT	EMERGENCY MEDICAL SERVICES	ACUSHNET
PARAMEDIC	EMERGENCY MEDICAL SERVICES	ACUSHNET
PARAMEDIC	EMERGENCY MEDICAL SERVICES	SWANSEA
PARAMEDIC	EMERGENCY MEDICAL SERVICES	FAIRHAVEN
PARAMEDIC	EMERGENCY MEDICAL SERVICES	DARTMOUTH
SENIOR PARAMEDIC	EMERGENCY MEDICAL SERVICES	LAKEVILLE

Total EMS: 29 Non residents: 6

FIRE

RANK	Home City 1
FIRE CAPTAIN	SOUTH DARTMOUTH
FIRE CAPTAIN	FAIRHAVEN
FIRE CAPTAIN	DARTMOUTH
FIRE CAPTAIN	SWANSEA
FIRE CAPTAIN	DARTMOUTH
FIRE CAPTAIN	FAÍRHAVEN
FIRE CAPTAIN	ACUSHNET
FIRE CAPTAIN	FAIRHAVEN
FIRE CAPTAIN	MATTAPOISETT
FIRE CAPTAIN	ROCHESTER
FIRE CAPTAIN	ROCHESTER
FIRE CAPTAIN	MATTAPOISETT
FIRE CAPTAIN	DARTMOUTH
FIRE DISTRICT CHIEF	
FIRE DISTRICT CHIEF	_
FIRE DISTRICT CHIEF	
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	NORTH DIGHTON
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	SOUTH DARTMOUTH
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	ASSONET
FIRE FIGHTER	SWANSEA
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	LAKEVILLE
FIRE FIGHTER	FREETOWN
FIRE FIGHTER	FREETOWN
FIRE FIGHTER	WAREHAM
FIRE FIGHTER	EAST FREETOWN
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	TAUNTON
FIRE FIGHTER	WESTPORT
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	ROCHESTER
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	FAIRHAVEN
FIRE FIGHTER	FAIRHAVEN
FIRE FIGHTER	N DARTMOUTH
FIRE FIGHTER	TAUNTON
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	DARTMOUTH

FIRE

FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	ASSONET
FIRE FIGHTER	MARION
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	MIDDLEBORO
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	SOUTH DARTMOUTH
FIRE FIGHTER	ASSONET
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	ROCHESTER
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	ROCHESTER
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	FAIRHAVEN
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	NORTH DARTMOUTH
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	FALL RIVER
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	SOMERSET
FIRE FIGHTER	WESTPORT
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	FAIRHAVEN
FIRE FIGHTER	FAIRHAVEN
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	DARTMOUTH
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	ACUSHNET
FIRE FIGHTER	FAIRHAVEN
FIRE FIGHTER	MATTAPOISETT
FIRE FIGHTER	ROCHESTER
FIRE LIEUTENANT	FAIRHAVEN
FIRE LIEUTENANT	ROCHESTER
FIRE LIEUTENANT	
	EAST FREETOWN
FIRE LIEUTENANT	PLYMOUTH
	FAIRHAVEN
FIRE LIEUTENANT	ONSET
FIRE LIEUTENANT	DARTMOUTH
FIRE LIEUTENANT	DARTMOUTH

* FIRE

FIRE LIEUTENANT DARTMOUTH **SOUTH DARTMOUTH** FIRE LIEUTENANT FIRE LIEUTENANT ROCHESTER FIRE LIEUTENANT DARTMOUTH FIRE LIEUTENANT LAKEVILLE FIRE LIEUTENANT **EAST FREETOWN** FIRE LIEUTENANT **PLYMOUTH** FIRE LIEUTENANT ROCHESTER FIRE LIEUTENANT MIDDLEBORO FIRE LIEUTENANT ROCHESTER FIRE LIEUTENANT LAKEVILLE FIRE LIEUTENANT **FAIRHAVEN FIRE LIEUTENANT** DARTMOUTH

Total Fire CS: 205
Non residents: 106

Police

RANK	Home City 1
POLICE CAPTAIN	FAIRHAVEN
POLICE CAPTAIN	WEST WAREHAM
POLICE CAPTAIN	DARTMOUTH
POLICE LIEUTENANT	ACUSHNET
POLICE LIEUTENANT	ACUSHNET
POLICE LIEUTENANT	DARTMOUTH
POLICE LIEUTENANT	MATTAPOISETT
POLICE LIEUTENANT	DARTMOUTH
POLICE LIEUTENANT	DARTMOUTH
POLICE LIEUTENANT	ACUSHNET
POLICE LIEUTENANT	DARTMOUTH
POLICE LIEUTENANT	ACUSHNET
POLICE OFFICER	FREETOWN
POLICE OFFICER	MATTAPOISETT
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	MIDDLEBORO
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	S DARTMOUTH
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	LAKEVILLE
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	LAKEVILLE
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	EAST FREETOWN
POLICE OFFICER	SWANSEA
POLICE OFFICER	ACUSHNET
POLICE OFFICER	SWANSEA
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	ACUSHNET
POLICE OFFICER	ACUSHNET
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	ROCHESTER
POLICE OFFICER	N DARTMOUTH
POLICE OFFICER	ROCHESTER
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	ACUSHNET
POLICE OFFICER	EAST FREETOWN
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	FAIRHAVEN

Police

POLICE OFFICER	ROCHESTER
POLICE OFFICER	ACUSHNET
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	ACUSHNET
POLICE OFFICER	DIGHTON
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	FALL RIVER
POLICE OFFICER	SOMERSET
POLICE OFFICER	ROCHESTER
POLICE OFFICER	WAREHAM
POLICE OFFICER	ACUSHNET
POLICE OFFICER	SAGAMORE BEACH
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	ACUSHNET
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	FAIRHAVEN
POLICE OFFICER	LAKEVILLE
POLICE OFFICER	FALL RIVER
POLICE OFFICER	EAST FREETOWN
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	BERKLEY
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	DARTMOUTH
POLICE OFFICER	WEST BRIDGEWATER
POLICE OFFICER	DARTMOUTH
POLICE SERGEANT	DARTMOUTH
POLICE SERGEANT	DARTMOUTH
POLICE SERGEANT	FAIRHAVEN
POLICE SERGEANT	WESTPORT
POLICE SERGEANT	FAIRHAVEN
POLICE SERGEANT	DARTMOUTH
POLICE SERGEANT	LAKEVILLE
POLICE SERGEANT	DARTMOUTH
POLICE SERGEANT	ROCHESTER
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	EAST FREETOWN
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	MATTAPOISETT
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	FAIRHAVEN
POLICE SERGEANT	ACUSHNET
POLICE SERGEANT	DARTMOUTH

Police

POLICE SERGEANT ACUSHNET

POLICE SERGEANT EAST FREETOWN

POLICE SERGEANT FAIRHAVEN

POLICE SERGEANT SOUTH DARTMOUTH

POLICE SERGEANT FAIRHAVEN
POLICE SERGEANT DARTMOUTH
POLICE SERGEANT SOMERSET
POLICE SERGEANT ACUSHNET

Total Police CS: 240
Non residents: 101

Unit C

Total Unit C: 192
Non residents: 34

Job Class Desc **Location Desc Home City 1** ADMINISTRATIVE ASSISTANT TO THE BOARD OF ASSESSORS **ASSESSOR'S OFFICE ASSONET** MANAGEMENT ANALYST CHIEF FINANCIAL OFFICER CHARLESTOWN ADMINISTRATIVE COORDINATOR CITY SOLICITOR'S OFFICE DARTMOUTH ASSOCIATE CITY SOLICITOR CITY SOLICITOR'S OFFICE **ROCHESTER** ASSOCIATE CITY SOLICITOR CITY SOLICITOR'S OFFICE **ACUSHNET** ASSOCIATE CITY SOLICITOR CITY SOLICITOR'S OFFICE **SOUTH EASTON ASSOCIATE CITY SOLICITOR** CITY SOLICITOR'S OFFICE **RAYNHAM** LEGAL SERVICES COORDINATOR CITY SOLICITOR'S OFFICE **FAIRHAVEN GRANTS AUDITOR COMMUNITY SERVICES FALL RIVER DIRECTOR OF FACILITIES & FLEET DEPT OF FACILITIES & FLEET MGT ROCHESTER FACILITIES SUPERINTENDENT DEPT OF FACILITIES & FLEET MGT** WESTPORT COMMISSIONER OF PUBLIC INFRASTRUCTURE DPI **ROCHESTER ASSISTANT SUPERINTENDENT OF HIGHWAYS & UTILITIES** DPI DARTMOUTH CITY ENGINEER DPI **FALL RIVER CIVIL ENGINEER** DPI SOUTH DARTMOUTH WATER CONSTRUCTION SUPERINTENDENT DPI **ACUSHNET** DIRECTOR OF EMS **EMERGENCY MEDICAL SERVICES** MATTAPOISETT EMS TRAINING/QUALITY ASSURANCE OFFICER **EMERGENCY MEDICAL SERVICES WAREHAM DIRECTOR OF ENVIRONMENTAL STEWARDSHIP ENVIRONMENTAL STEWARDSHIP SWANSEA** ENVIRONMENTAL PROJECT MANAGER **ENVIRONMENTAL STEWARDSHIP** MARION ASSISTANT DIRECTOR OF PUBLIC HEALTH **HEALTH DEPARTMENT** ROCHESTER **COMPLIANCE OFFICER HEALTH DEPARTMENT** PORTSMOUTH **COMPLIANCE OFFICER HEALTH DEPARTMENT WEST BARNSTABLE** SUPERVISING PUBLIC HEALTH NURSE **HEALTH DEPARTMENT** DIGHTON SUPERVISING PUBLIC HEALTH NURSE **HEALTH DEPARTMENT** SOMERSET **BRANCH MANAGER** LIBRARY NORTON **HEAD OF SPECIAL COLLECTIONS** LIBRARY **PROVIDENCE** AIRPORT MANAGER MUNICIPAL AIRPORT LAKEVILLE COMPLIANCE OFFICER POLICE DEPARTMENT **FAIRHAVEN DEPUTY POLICE CHIEF** POLICE DEPARTMENT WESTPORT POLICE CHIEF POLICE DEPARTMENT DARTMOUTH **DIRECTOR OF VETERANS SERVICES VETERANS SERVICES AND BENEFITS E FREETOWN CURATOR OF EDUCATION ZOO DEPARTMENT FAIRHAVEN** MARKETING ASSISTANT **ZOO DEPARTMENT ACUSHNET**

Unit C - Non Residents with Waivers

<u>Title</u>	<u>Department</u>	City
AIRPORT MANAGER	AIRPORT	LAKEVILLE
ADMIN ASST TO ASSESSORS	ASSESSORS	ASSONET
MANAGEMENT ANALYST	CFO	CHARLESTOWN
GRANTS AUDITOR	COMMUNITY SERV	FALL RIVER
DIR OF FACILITIES & FLEET	DFFM	ROCHESTER
FACILITIES SUPT	DFFM	WESTPORT
ASST SUPT OF HWYS & UTILITIES	DPI	DARTMOUTH
CITY ENGINEER	DPI	FALL RIVER
CIVIL ENGINEER	DPI	SOUTH DARTMOUTH
COMM OF PUBLIC INFRASTR	DPI	ROCHESTER
WATER CONSTRUCTION SUPT	DPI	ACUSHNET
DIRECTOR OF EMS	EMS	MATTAPOISETT
EMS TRAIN/QUAL ASSURANCE OFF	EMS	WAREHAM
DIR OF ENV STEWARDSHIP	ENVIRON STWD	SWANSEA
ENV PROJECT MNGR	ENVIRON STWD	MARION
ASST DIR OF PUBLIC HEALTH	HEALTH	ROCHESTER
COMPLIANCE OFFICER	HEALTH	PORTSMOUTH
COMPLIANCE OFFICER	HEALTH	WEST BARNSTABLE
SUPV PUBLIC HLTH NURSE	HEALTH	DIGHTON
SUPV PUBLIC HLTH NURSE	HEALTH	SOMERSET
BRANCH MANAGER	LIBRARY	NORTON
HD OF SPECIAL COLLECTIONS	LIBRARY	PROVIDENCE
COMPLIANCE OFFICER	POLICE	FAIRHAVEN
DEPUTY POLICE CHIEF	POLICE	WESTPORT
POLICE CHIEF	POLICE	DARTMOUTH
ADMIN COORDINATOR	SOLICITOR	DARTMOUTH
ASSOC CITY SOLICITOR	SOLICITOR	ACUSHNET
ASSOC CITY SOLICITOR	SOLICITOR	RAYNHAM
ASSOC CITY SOLICITOR	SOLICITOR	ROCHESTER
ASSOC CITY SOLICITOR	SOLICITOR	SOUTH EASTON
LEGAL SERVICES COORD	SOLICITOR	FAIRHAVEN
DIR OF VETERANS SERVICES	VETERANS	E FREETOWN
CURATOR OF EDUCATION	200	FAIRHAVEN
MARKETING ASST	Z00	ACUSHNET

Variable Time (VT)

Job Class Desc	Location Desc	Home City 1
VIDEOGRAPHER FLOATER	CABLE TV - 1% AND 2%	FAIRHAVEN
VIDEOGRAPHER FLOATER	CABLE TV - 1% AND 2%	LAKEVILLE
VIDEOGRAPHER FLOATER	CABLE TV - 1% AND 2%	DARTMOUTH
RECREATION LEADER	COMMUNITY SERVICES	ACUSHNET
VAN DRIVER	COMMUNITY SERVICES	DARTMOUTH
PARAMEDIC	EMERGENCY MEDICAL SERVICES	MATTAPOISETT
PARAMEDIC	EMERGENCY MEDICAL SERVICES	DARTMOUTH
PARAMEDIC	EMERGENCY MEDICAL SERVICES	ACUSHNET
PARAMEDIC	EMERGENCY MEDICAL SERVICES	SOMERSET
SPECIAL POLICE OFFICER	POLICE DEPARTMENT	EAST FREETOWN
SPECIAL POLICE OFFICER	POLICE DEPARTMENT	FAIRHAVEN

Total VT: 78
Non residents: 11

Non-Union City Full Time (FT)

Job Class Desc FINANCIAL ASSISTANT I INTERN COORDINATOR POLICE CADET POLICE RECRUIT

Location Desc

CABLE TV - 1% AND 2%

POLICE DEPARTMENT

POLICE DEPARTMENT

POLICE DEPARTMENT

Home City 1
FAIRHAVEN
DARTMOUTH
DARTMOUTH
RAYNHAM

Total Non-Union City: 27

Non residents: 4