

EXECUTIVE SESSION (ES) CONFIDENTIAL

The ES was part of the Wenham Board of Selectmen (BOS) **December 15, 2015** posted meeting.

Pursuant to Open Meeting Law, M.G.L. c. 30A, § 22 (f) the minutes of any ES, the notes, recordings or other materials used in the preparation of such minutes and all documents and exhibits used at the session, may be withheld from disclosure to the public in their entirety under sub clause (a) of clause Twenty-sixth of Section 7 of Chapter 4, as long as publication may defeat the lawful purposes of the ES, but no longer; provided, however, that the ES was held in compliance with Section 21. These minutes will not be released until approved for release by the Selectmen and notice of such approval has been entered into the regular minutes.

The purpose of the ES was to discuss contract negotiations with:

- AFSCME Council 93, Local 2905
- Police Benevolent Association of Wenham
- Wenham Call Firefighters Association

Selectmen Present: Chair Catherine Harrison; Jack Wilhelm; John Clemenzi

Also Present: Peter Lombardi, Town Administrator; Catherine Tinsley, Recording Secretary

Mr. Lombardi gave a brief update on contract negotiations with AFSME, the Police Benevolent Association and the Call Firefighters Association regarding three-year contract negotiations for fiscal years (FY) 2017, 2018, 2019.

The Town Administrator recommended the following wage/salary increases, citing the town's fiscal condition and anticipated concerns of overrides in the coming years, noting that each 1% Cost of Living increase impacts the budget approximately \$30,000 annually.

Fy 2017 - 1 %

Fy 2018 - 1.5%

Fy 2019 - 2 %

- The COLA is in addition to step raises at the Library.
- The Police / AFSCME also have a step system.
- The goal is to have the contracts ready by the beginning of January 2016.
- The details of the contracts will be discussed before signing.
- Mr. Lombardi will provide background information on the Police Department accreditation and proposed stipend.
- The Board expressed their support to increase the COLA for FY18 to 2% if that would ensure settlement with the unions.

Mr. Wilhelm moved to adjourn at 9:44 pm. The motion carried unanimously by roll call vote.

Respectfully submitted by

Catherine Tinsley

2.29.16