

#2 - EXECUTIVE SESSION (ES)

The ES was part of the Wenham Board of Selectmen (BOS) **June 14, 2016** 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.

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

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

Police Benevolent Association of Wenham

In open session the Board voted to enter into ES under M.G.L. Ch. 30A, § 22 (3) *To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body.*

Mr. Lombardi reviewed the Accreditation stipend is the last item in the contract that has not been settled.

He reviewed that the BOS supported a fixed dollar figure (\$500 was discussed in a previous Executive Session) stipend, not a percentage, and that it not be in the base pay.

After meeting with the Union, a compromise was reached as follows:

Annual stipend schedule (while the Wenham Police Department maintains its Accreditation): \$800 for the position of Patrolman; \$850 for the position of Detective; \$1000 for the position of Sergeant. This amount is included in the base pay for overtime and retirement purposes only and will not follow COLA increases.

Reduce clothing allowance from \$1350 to \$1150 – for the life of contract

COLA: FY17- 1% / FY18 – 2% / FY19 – 2%

The net annual cost impact of the new accreditation stipend to town is \$5,450 when accounting for the reduction in clothing allowance costs.

DPW Director, Fire Chief, Fire Prevention Officer/ Captain; Police Captain

In open session the Board voted to enter into ES under M.G.L. Ch. 30A, § 22 (2) *To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel*

DPW Director: No changes other than COLA: FY17 – 1% / FY18 – 2% / FY19 – 2%

Mr. Lombardi noted the Fire Chief has a 2 year contract and the Police Captain has a one year contract due to their pending retirements. This includes: COLA: FY17- 2% / FY 18 – 2%

For the Fire Chief, reference to an EMT Stipend was removed and language regarding Buy Back Formula from the current Employee Handbook was inserted.

Fire Prevention Officer/ Captain: The current contract was the first 3-year contract for this position. The BOS did not agree to negotiate overtime pay for this position under the new contract. The same *after hours response* language that was inserted in the Chief's contract will be added to this contract including the exemption of responding to calls during an approved vacation.

The supplemental wage adjustment for health insurance has been added to the base pay of the employees who have historically been receiving this as separate compensation. Also, the language in these contracts that refers to use of Town-owned vehicles has been standardized and references the existing Town-wide policy, thereby removing any potential confusion or conflicts.

Mr. Wilhelm noted the importance for employees with the personal use of a vehicle to document the miles as this is taxable compensation.

Vote: Ms. Harrison moved, and it was seconded, to return to opens session for the purpose of voting on the contracts. The motion carried unanimously by roll call vote

Respectfully submitted by

Catherine Tinsley

6.27.16