

EXECUTIVE SESSION – Contracts

- Non-Union Personnel: DPW Director; Fire Chief; Fire Prevention Officer/Captain; Water Superintendent; Police Captain
- Police Benevolent Association of Wenham

The ES was part of the Wenham Board of Selectmen (BOS) **April 5, 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.

In open session the Board voted to enter into executive session under *session under M.G.L. Ch. 30A, Section 21 (2) To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel; and (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 and the chair so declares And to adjourn directly from executive session.*

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

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

Mr. Lombardi reported that the non-union contracts of the Department Heads will expire this June 30, 2016.

This includes: Bill Tyack, DPW Director; Fire Chief Blanchard; Captain Jeff Baxter, Fire Prevention Officer; Erik Mansfield, Water Superintendent; Police Captain Jeff Tobey.

The wage pattern set by AFSCME Union was a 1% COLA in FY17 and a 2 % COLA in FY18 and FY19.

Mr. Lombardi said he has spoken with each individual.

- Bill Tyack, DPW Director: There are no proposed changes to the contract for Bill Tyack.
- Erik Mansfield, Water Superintendent: Mr. Mansfield has requested a \$50 clothing increase in FY18 bringing the total clothing allowance to \$750.
A discussion regarding the terms of this contract followed. The BOS supported a closer review of the contract and position responsibilities. The Board specifically wanted “termination without cause” language inserted, based on an analysis of these job functions and potential regionalization with other area communities.
- Bob Blanchard, Fire Chief: The Fire Chief will be the mandatory retirement age in two years, therefore this is a two-year contract. The proposed COLA is 2% in FY 17 and 2% in FY 18. This contract memorializes the Town’s current buyback policy in the event it is changed during this time: 50 % buy back of 180 days.
Currently the chief would have 140 days.
This contract includes \$625 EMT stipend; it was noted however, the Chief has never taken this stipend since being appointed to full time management and supported it be stricken from the contract.
Currently the Fire Chief responds to all calls.
- Jeff Baxter, Fire Captain: The Town Administrator reviewed the history of this position. It is a full time salaried management position just finishing the end of the first 3-year contract. There has been an 11.75% salary increase over the last three years.
Mr. Baxter is proposing the EMT stipend be added to his contract and he get overtime pay for after regular shift including nights/ weekends. The BOS did not support the stipend citing he is a contracted full time management position.
The BOS asked that language be included for exempt calls and after hour responses for Managers as part of the position / responsibilities and did not support additional overtime pay.
- Jeff Tobey, Police Captain: Jeff Tobey will retire on January 17, 2017 and therefore has a one-year contract for FY17. The language regarding benefits will be specified and no longer reference the Police Union contract.
This contract proposes a 2% increase for FY 17.
Mr. Toby is proposing five weeks’ vacation time for FY17 and offered to split his sick leave buyback between FY17 and FY18 spread out the financial impact to the Town. The reconciliation will be done in FY 18.

- Those contracts that provide a town vehicle will be clarified that employees are responsible for the vehicle, and according to Town Policy, are limited in use for town business.
- The insurance adjustment for those employees who are eligible will be rolled into the base salary starting in FY17.
- All references to duties and responsibilities in these contracts will be replaced with a reference to the existing job description which will be attached as addendum.

Police Union Contract

The proposed Police Union contract includes a 1% COLA in FY 17; a 2% COLA in FY 18; and a 2 % COLA
The accreditation stipend is on the table. This applies to nine Officers.

The Board discussed the stipend be a percentage or a fixed rate.

The Union wants this stipend to be part of the base pay.

The Board agreed a fixed stipend be negotiated and it be outside of the base pay and the stipend is only paid if the department maintains the accreditation.

Adjournment: The Selectmen unanimously adjourned at 10:06 PM by roll call vote.

Respectfully submitted by

Catherine Tinsley
5.20.16