

**Board of Selectmen Executive Session Minutes
Tuesday, July 10, 2018
Stow Town Building**

Present in the Warren Room: Brian Burke, Donald Hawkes, Ingeborg Hegemann, and Thomas Ryan.
Absent: James Salvie

Also present in the Warren Room: Town Administrator William Wrigley and Maureen Trunfio.

At 7:30 p.m. Mr. Ryan moved to go into Executive Session, pursuant to MGL Chapter 30A, section 21(a)(3), for the purpose of discussing strategy with respect to collective bargaining, and to adjourn thereafter. Mr. Hawkes seconded the motion and it was passed unanimously. Roll call vote: Mr. Hawkes, aye, Mr. Burke, aye, Ms. Hegemann, aye, and Mr. Ryan, aye.

The Town Administrator has been negotiating with the dispatchers and the Police Department. The Fire Department did not ask to negotiate. In November he will negotiate with all three.

The Town Administrator recommended that the Selectmen vote to approve separate 1-year contracts with both the civilian dispatch union and the police officer union effective July 1, 2018.

For both the police and dispatch unions he recommended a 2% COLA in FY-19. A 2% COLA was voted for all employees at the ATM last May. He also recommended that the employees of both unions receive 50% of the annual savings that have resulted from recent changes, effective July 1, 2018, in the group health care coverages voted by the Nashoba Health Group to which we belong.

If approved by the Selectmen, the 50/50 split in savings will be offered to all town employees for each of the next 3 years; after 3 years, all of the savings will be retained by the Town. The statute requires that we offer a minimum of 25% employee savings for at least 1 year. The annual savings are small (e.g., a total of less than \$20,000 to be split 50/50).

The Town Administrator also recommended a \$51/hr. rate for all private detail work performed by members of both unions. This amount represents the average of the detail rates currently being paid by 6 neighboring towns. There has not been an increase since 2015. There is no resulting budget impact as these are private details.

New contract language relating to tattoos, brandings, piercing etc. that requires covering of same for any hires made on or after July 1, 2017 has been added.

The existing contract language has been adjusted to make clear the maximum number of hours a dispatcher can be required to work except in an emergency declared by the Chief (i.e., 16 hrs./24hrs and 64 hrs./wk.).

Ms. Hegemann moved to approve recommendations of the Town Administrator with respect to the contractual changes discussed in this meeting and presented in the Activities Report. Mr. Ryan seconded the motion, and it passed unanimously on a roll call vote: Ms. Hegemann, aye; Mr. Ryan, aye; Mr. Burke, aye; and Mr. Hawkes, aye.

At 8:02 p.m. Mr. Hawkes moved to adjourn. Mr. Ryan seconded the motion, and it passed unanimously on a roll call vote: Ms. Hegemann, aye; Mr. Ryan, aye; Mr. Burke, aye; and Mr. Hawkes, aye.

Respectfully submitted,

Joyce Sampson,
Executive Assistant