

BOARD OF SELECTMEN
Executive Session Part 2
Monday, April 24, 2017

Chairman Michael L. Champoux called the meeting to order at 9:00 pm for the purpose of discussing collective bargaining strategy with the New England Police Benevolent Association Local 13 Union (Superior Officers), as discussing the subject in open session would compromise the purpose for which the executive session is being called. By role call vote, it was voted:

Selectman Michael Champoux - yes
Selectman Kevin Caira - yes
Selectman Greg Bendel - yes
Selectman Michael McCoy - yes
Selectman Edward Loud - yes

Also present were Jeffrey M. Hull, Town Manager; Michael R. Begonis Police Chief, and Denise Y. Casey, Assistant Town Manager.

The Town Manager explained that the Superior Officers have filed for arbitration regarding an alleged unfair labor practice as to the means by which the Town is calculating longevity pay.

The Town Manager distributed Chart #2, which illustrated the current formula for paying longevity and the corrected calculation.

Mr. Hull explained that he and the Assistant Town Manager have engaged with counsel over this issue and counsel strongly advises that the Town settled the claim to avoid the Union filing a wage claim with the Commonwealth which would result in possible payment of treble (triple) damages. Counsel has reviewed federal law and several cases with other communities and reported that other Towns either lost at arbitration or settled prior to their hearing date. According to counsel, no other Towns have fought this issue and prevailed.

The Town Manager stated that if the Union files a wage claim and the Town loses, the damages are triple and the Town must also pay the Union's Attorney fees.

Selectman Bendel asked where the money will come from to pay the Superiors.

The Town Manager stated that the tentative agreement is to pay the damages over two (2) fiscal years with funds from the salary adjustment account. Mr. Hull stated that the settlement with the Superiors will be applicable to the Patrol, as the calculation is done the same for both Unions.

There being no further business to come before the Board, a motion was made by Selectman Bendel, seconded by Selectman McCoy and by the affirmative vote of all, it was

VOTED: That the Board of Selectmen adjourn.

Meeting adjourned at 9:55 p.m.

Respectfully Submitted,



Denise Y. Casey, Assistant Town Manager

CHART #2

Change in Calculating Longevity

Current Calculation		
A	Base Pay	1000
B	Quinn Bill - Bachelors Degree - 20%	200
	Subtotal	1200
A	Base Pay	1000
C	Longevity - 15%	150
	Weekly Pay	1350
	$A \times B = \text{Quinn Pay}$	
	$A \times C = \text{Longevity Pay}$	
	$A + B + C = \text{Weekly Pay}$	

Corrected Calculation		
A	Base Pay	1000
B	Quinn Bill - Bachelors Degree - 20%	200
	Subtotal	1200
C	Longevity - 15%	180
	Weekly Pay	1380
	$A \times B = \text{Quinn} = \text{New Base}$	
	$\text{New Base} \times C = \text{Weekly Pay}$	

This is an executive session document. This document cannot be shared until bargaining is over and with approval of the Town Manager.

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