

**Board of Selectmen
Executive Session
Monday, September 28, 2015**

At 8:30 p.m. A motion was made by Selectmen Cimaglia and seconded by Selectmen Newhouse for the purpose of discussing collective bargaining strategy, because discussions of this subject in open session may have a detrimental effect on the Town's position in this matter. Upon completion of the executive session the Board will adjourn the meeting. By role call vote is was voted:

Selectmen McCoy – abstained
Selectmen Cimaglia – yes
Selectmen Champoux – yes
Selectmen Newhouse - yes
Selectmen O'Connell - yes

(Selectmen McCoy advised that he would not participate in the executive session due to a potential conflict of interest.)

Town Manager Hull outlined the terms of the tentative agreement with AFSCME unit 1 the Public Buildings employees. He noted that the most significant accomplishment was reaching agreement to change the longevity system going forward from a percentage based accrual to a flat rate accrue after 5 year increments. This arrangement is the same as the agreement reached with AFSCME unit 2 a few years ago. The Town Manager noted that the only remaining employee groups with the percentage based longevity are the two police groups and the fire union.

The Town Manager outlined other changes which included eliminating the requirement to provide the union with a job posting 48 hours in advance of posting the job, reducing the time an employee must work to receive working out of classification pay, eliminating the funeral for a friend day in exchange for receiving the day after Thanksgiving off, requiring employees to contribute to the cost to administer a flexible spending plan with a debit card arrangement, and COLA's of 2.25%, 2% and 2.25%.

Mr. Hull stated that he is seeking to obtain agreement with AFSCME unit 2 that would amongst other issues provide them with the day after Thanksgiving off. He noted that there typically is not a great of phone calls received on that day or visits from the public. He also noted that closing the buildings for four straight days may provide for some measure of energy savings. Chairman Champoux asked if other communities have a similar arrangement. Mr. Hull noted many communities are closed the day after Thanksgiving.

Board members believe the tentative agreement is reasonable. Selectmen Cimaglia offered a motion to bring the agreement forward at the Selectmen's next meeting. The motion was seconded by Selectmen O'Connell and was voted unanimously in favor.

At 8:22 p.m. a motion was made by Selectmen Newhouse and seconded by Selectmen O'Connell to close the executive session and adjourn the meeting. The vote was unanimously approved as follows:

Selectmen Lou Cimaglia – yes
Selectmen Judy O'Connell – yes
Selectmen Michael Champoux – yes
Selectmen Newhouse - yes

By unanimous roll call it was voted to adjourn the meeting.

Recording Secretary