

## BOARD OF SELECTMEN

June 10, 2013

### Executive Session

Chairman Michael V. McCoy called the meeting to order at 6:33 p.m. for the purpose of discussing collective bargaining issues related to NEPBA Local 101 (Dispatchers). Present were Selectmen Michael L. Champoux, Louis Cimaglia, IV, Michael J. Newhouse and Judith L. O'Connell.

Town Manager Hull outlined the tentative agreement with the dispatchers (New England Police Benevolent Association Local 101) which includes:

- COLAs of 2.5% effective 7/1/13, 7/1/14 and 7/1/15;
- Increasing the differential between steps from 4% to 4.5%;
- Providing for a 2 hour minimum for employees held over at the end of their shift due to unforeseen circumstances;
- Including absence for National Guard or Reserve duty within the permissible absences prior to or following a holiday for which holiday credit would still be granted;
- Granting a 4-hour minimum at 1 1/2 time for dispatchers summoned to testify in court out of the performance of their work for criminal matters and granting 1 1/2 their regular rate of pay for the hours spent testifying in court regarding civil matters arising from their duties.

Town Manager Hull explained the purpose of the three year contract is to reduce the rate of turnover of personnel in the Central Dispatch Department. He noted that in the past five years, 12 employees have been hired and five left with one in the process of transferring to the Police Department. He acknowledged that some personnel seek employment as a dispatcher to use it as a stepping stone to become a police officer or fire fighter.

However, it appears that some of the turnover may be related to their salaries. A check of area dispatch departments places Wilmington at the low end of the range.

Selectman Champoux noted, based upon a review of the comparable wage rates which was distributed, that with the pay adjustment Wilmington would remain at the low end of the pay range. He agrees with the intention of attempting to reduce the turnover.

Selectman O'Connell noted she agreed with Selectman Champoux's assessment and asked whether this proposal to grant a COLA and adjust the steps is a one time recalibration or would be an ongoing approach. Town Manager Hull stated that he feels this is a one time effort and does not believe it is advisable to continue to increase the differential between steps.

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Selectman Newhouse questioned what the response might be to someone who dismisses the suggestion that the purpose of this agreement is to address turnover. What is the consequence of turnover? Town Manager Hull stated that high turnover leads to increased overtime costs since the shifts still need to be filled. In addition, there is the cost associated with time required to train the new recruits both via the academy and having them "shadow" more senior dispatchers on the job.

There is general agreement amongst the members that the tentative proposal is acceptable. Town Manager Hull stated that he plans is to have the union review the actual contract language and to seek a vote of the Board of Selectmen at the June 24 meeting to authorize the contract.

There being no further business of an Executive Session nature to come before the Board of Selectmen and upon motion duly made and seconded and recorded by roll call vote, it was

VOTED: To close the executive session and to return to open session at 7:05 p.m.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Jeffrey M. Hull", written in a cursive style.

Jeffrey M. Hull  
Town Manager