

TOWN OF ADAMS

BOARD OF SELECTMEN MEETING MINUTES

WEDNESDAY, February 3, 2016
ADAMS TOWN HALL, 1st FLOOR, ADAMS, MA 01220

On the above date the **Board of Selectmen** and held an *Executive Session* meeting at the **Adams Town Hall**.

Chairman Richard Blanchard presided the meeting. Present were, **Members Joseph Nowak, Arthur Harrington and John Duval**. *Vice Chairman Snoonian was absent*. Also in attendance was **Town Administrator, Tony Mazzucco, and Town Counsel, Ed St. John III**.

EXECUTIVE SESSION

#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;

Motion made by Member Nowak to enter into Executive Session for purpose #3 only to adjourn after completion

Second by Member Duval

Roll Call Vote: Chairman Blanchard, Members Nowak, Duval, and Harrington

Motion passed

A brief recess took place at 7:59 p.m. before the Executive Session was called to order at 8:04 p.m.

A *Memorandum of Agreement (MOA)* was reviewed to increase DPW Foreman Tim Cota's rate of pay, and make him second in charge. The DPW used to have a Highway Superintendent and a Parks, Grounds and Cemeteries Superintendent, and this year the Town is not filling the Deputy Director position. There is an eliminated foreman position and the Union wants it filled or for the Working Foreman salary to increase. A review was done of Tim Cota's work ethic and job performance.

Discussion took place on how the Union works, and how requests get through the Union to the Town Administrator. Knowledge of the area, tasks done by DPW workers and winter storm response were scrutinized. The rate of pay was reviewed, and the responsibility of the position in relation to the crew was examined. By this increase in pay and not filling the other positions the Town will save over \$80,000. The final salary was considered, as well as the additional tasks being asked of this employee in the wake of other unfilled positions. Other employees were given as examples for having taken on additional duties and accordingly receiving compensation.

The Board would need to vote to ratify the MOA, and once ratified it becomes effective.

Motion made by Member Harrington to ratify the agreement

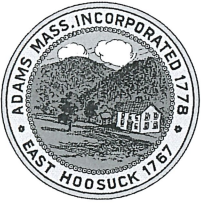
Second by Member Duval

Voted in Opposition was Member Nowak

Voted in Favor were Chairman Blanchard, Members Duval and Harrington

Motion passed

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Motion made by Member Harrington to exit the Executive Session

Second by Member Duval

Roll Call Vote: Chairman Blanchard, Members Duval, Nowak, and Harrington

Motion passed

ADJOURNMENT

Motion made to adjourn by Member Harrington

Second by Member Duval

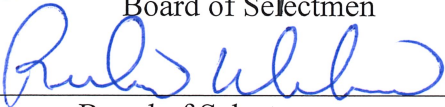
Unanimous Vote

Motion passed

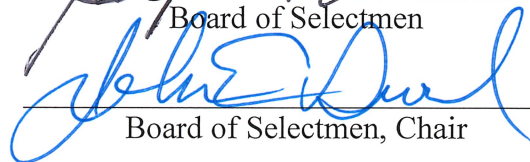
The Board of Selectmen Meeting adjourned at 8:33 p.m.

Respectfully Submitted by Deborah J. Dunlap,
Recording Secretary


Board of Selectmen


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Board of Selectmen, Chair