

**Town of *Dunstable* Selectboard**  
**Executive Session Minutes**  
**March 15, 2017**  
**Town Hall, Dunstable, MA 01827**

**Convened:** 8:18 pm

**Present:** Walter F. Alterisio, Leah D. Basbanes, member(s); Tracey Hutton, Town Administrator

**Executive Session 2) Union Negotiations Strategy**

Ms. Hutton started off by explaining the three requests made so far by the Union as well as the requests made by the town so far. The cost per year to do what the Union has asked for. The first year alone would cost about \$110,000 with the allowances and increases in salary. After that it would be about \$16,000 to \$20,000 per year after that for the subsequent two years. They want 17 extra days off, double the personal time (a total of 8 personal days), and a few other items. As for salaries, the Union used the same towns as the Personnel Board did for the Wage & Compensation Chart, but left out Harvard. They appear to have focused only on top line salaries. So far the Union has been intractable and suggested arbitration as the only response. In the case that arbitration occurs, it would seem only fair to inform the arbitrator that arbitration was threatened prior to any negotiations. The Board noted the intensive work that was done 3 years ago on the last agreement.

Ms. Hutton then went over the average salaries in the comparison towns. She then explained some of the ins and outs of police departments and compensation. How the hours work and how various calculations are done to determine that compensation. There was then some discussion of what arbitration would likely result in, and some of the reasonable requests that have been made and what the town is looking to achieve. There was discussion of possibly seeking assistance in this negotiation process with the Board noting that the savings from a good contract might pay for it. The key element is being fair, both to the officers and to the town. That includes understanding what kind of policing Dunstable needs as compared to what other towns and communities in the area need. The bottom line is sustainability. If necessary, the town does have the option of cutting police officer positions and no longer having a 24/7 department. This isn't what the Board would like to see happen, but if necessary it may be the only option. Like the schools, they can ask for what they want, but the ability to pay is crucial. The next meeting with the Union is March 27<sup>th</sup>, 2017.

A motion to exit this Executive Session and enter the next was made by Leah D. Basbanes at 8:32 pm. The motion was seconded by Walter F. Alterisio. The motion was adopted without objection by Daniel F. Devlin, Walter F. Alterisio and Leah D. Basbanes.

Respectfully submitted by



Jakob K. Hamm  
Admin. Assistant to the Selectboard & Town Administrator

*Approved and adopted on 10/31/17*