

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

Convened: 8:32 pm

Present: Walter F. Alterisio, Leah D. Basbanes, member(s); Tracey Hutton, Town Administrator; James Dow, Chief of Police (present only for Executive Sessions 1 & 3)

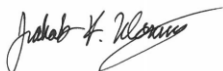
Executive Session 3) Police Chief

Ms. Hutton started off by elaborating on some staffing challenges in the Police Department. This is due to staffing issues beyond the town's control. Unfortunately, there are many shifts where there is no coverage apart from the Chief. Some communities allow the Chief's to work shifts. Labor Counsel has expressed some reservations with just paying the Chief hourly for picking up shifts like this. As such, the suggestion is to amend the Chief's contract to allow for the Board to pay the Chief for work "above and beyond" as they deem appropriate. Chief Dow then elaborated on the situation. He has an officer who is out on medical leave, another officer that is at the Academy until July, and a third officer who will be going on military leave for training soon. Further, his former Lieutenant's position hasn't been filled. The Chief doesn't want to burn out his officers by forcing them to cover these shifts, and there are rules about how many shifts officers can do, such as being barred from working more than 16 hours in a row.

The Chief has already talked to the Union and confirmed that they are not opposed to him covering these shifts. The Union wants to avoid ordering officers in. The Board expressed concerns about this noting that this must be kept short term. Chief Dow stated that this is actually a chronic problem in the region and Pepperell and Groton both have had to have their chiefs do this. Ms. Hutton elaborated further on how it would work, explaining how the process would work, how the Chief would go through all available sworn staff, and what precautions would occur. Further the Chief would not be able to do it without permission from the Town Administrator and it would limit how many hours he could do under this in a given week. In the meantime, the Chief continues to pursue the hiring of additional reserve officers. The earliest interviews would be later in March. The Board inquired as to when the two new sergeants would be hired. Chief Dow responded it would be July. There was then some light discussion of recognition of the promotions and what the town should be able to do. Ms. Hutton then inquired with the Board if they would sign the addendum to the contract. The Board determined to move forward with doing so.

A motion to exit Executive Session and adjourn was made by Leah D. Basbanes at 8:50 pm. The motion was seconded by Walter F. Alterisio. The motion was then 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 7/26/17