

Town of *Dunstable* Selectboard
Executive Session Minutes
June 28, 2017
Town Hall, Dunstable, MA 01827

Convened: 8:38 pm

Present: Walter F. Alterisio, chair, Leah D. Basbanes, vice chair, Ronald J. Mikol, member; Tracey Hutton, Town Administrator

Union Update

Ms. Hutton reported that work has progressed with the Police Union. Based on those discussions, a memorandum of agreement has been written up. This memorandum outlines what the preliminary terms are for the contract. Assuming the Board is in favor, the Union will begin working on the contract language immediately. She then directed the Board to the pay scale. The original request in year one was going to cost \$119,000. The final agreed request is \$29,800, with \$47,600 in the second year, and \$46,300 in the third year. She further reported that a side agreement is set to be signed on the off duty detail rate. That will go into place on July 1st and has been approved by Labor Counsel. The Union expects the pay be retroactive to July 1st once approved at town meeting. Ms. Hutton has reminded them that this is not required under MGL, and is up to the town. There was some discussion regarding this. The Board noted that such increases have in the past been retroactive, so it makes sense to keep with that. There was then some discussion of the provisions of the contract and the timeline. The Board noted that normally 5 days' bereavement is given for immediate family members and for others it is 3 days.

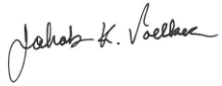
Ms. Hutton responded that the town's Personnel Policy sets the days at 4 all around. There were then some questions of what kind of pain might be felt on provisions that police get that are better or above what other employees get. Ms. Hutton elaborated on this topic further noting that some of what was agreed to was done to help reduce the desired increase in pay. Additionally, the Union wanted greater benefits and leave than is being proposed for agreement here. Under this agreement they get one extra personal day, one extra bereavement day, and four additional vacation days which have restriction on use to the discretion of the Police Chief prior to use. There was some further discussion of the retroactive pay. Ms. Hutton explained that its cost really depends on when the agreement is approved. Additionally, the amount being taken out of Free Cash, the first year at \$29,800, is far smaller than was originally demanded and is feasible. Ms. Hutton then went over the per day cost based on the new pay scale to cover each shift per officer. She feels the numbers are accurate as to what the real cost will be.

The pay scale is 5 steps, but otherwise the scale matches what has been done for other employees and considers the same 6 communities. Further, the raises are over three years, just as they were for nonunion employees. There was then discussion of the uniform allowance. The Union had wanted \$2,000 a year. This was negotiated down substantially, and will only reach \$1,400 by the third year. The first year will be \$1,025 and the second year will be \$1,300. Ms. Hutton also noted that the COLA per year is limited to 2 percent. The Board was concerned, in part, about how this agreement would impact negotiations with the Teachers Union. Ms. Hutton elaborated on the differences, and how this agreement is defensible from any attempt to use it to justify demands by other unions. The bottom line is, is this deal fair and equitable? Ms. Hutton responded in the positive. She then highlighted a lot of the ways that the Union's demands were paired down and consensus was reached. There was a request for one of the Sergeants to be promoted to Master Sergeant. This was categorically rejected by the town and the Union accepted this. Ms. Hutton then stated that now that the town and Union are on the same page on methodology and have reached agreeable terms, the town should proceed. The Board agreed.

A motion to exit Executive Session and adjourn was made by Leah D. Basbanes at 9:00 pm. The motion was seconded by Ronald J. Mikol. The motion was then adopted without objection by Walter F. Alterisio, Leah D. Basbanes, and Ronald J. Mikol.

Approved and adopted on 10/31/17

Respectfully submitted by

A handwritten signature in black ink that reads "Jakob K. Voelker". The signature is written in a cursive style with a large initial 'J'.

Jakob K. Voelker

Admin. Assistant to the Selectboard & Town Administrator

Approved and adopted on 10/31/17