

**EXECUTIVE SESSION**

Present: Chairman A. Raymond Randall, Jr., Selectman Jeffrey D. Jones, Selectman Lisa O'Donnell, Town Administrator Brendhan Zubricki, and Selectmen's Assistant Pamela J. Witham.

Location: The Senior Center on Pickering Street.

At 10:20, citing the need to discuss strategy with respect to collective bargaining, the Chairman entertained a motion to move to Executive Session. He declared that conducting the discussion in Open Session would have a detrimental effect on the Town's strategic position and that the Board would not be returning to Open Session. Chairman Randall invited the Town Administrator to attend. The motion was moved and seconded and per a unanimous Roll Call Vote the Board moved to Executive Session.

Mr. Zubricki said that there are three open union contracts at present: the Essex Police Benevolent Association, the Teamsters, and the American Federation of State, County, and Municipal Employees. After some discussion, it was agreed, that going forward, Selectwoman Lisa O'Donnell would represent the Selectmen during the AFSCME negotiations, Selectman Jones – EPBA, and Chairman Randall will participate in the Teamsters negotiating. The next Teamsters bargaining session will take place on Tuesday, August 3<sup>rd</sup>, 2010.

Mr. Zubricki said that under the Quinn Bill, the State had originally agreed to reimburse towns for up to 50% of incentive pay to certain Police Department personnel who successfully complete additional educational courses related to police work. However, the State has only paid about ½ of the agreed amount for the last two years and the Town has made up the difference. This year it is anticipated that the State will reduce its contribution even more. The Selectmen discussed the issue and decided to again fund the shortfall, but only until September 15<sup>th</sup>, 2010, to allow time for additional collective bargaining. Mr. Zubricki had prepared a letter for the Selectmen's signature to that effect stating that this will not set a precedent, should not be considered a waiver, and that the Town reserves the right not to extend this agreement when the matter is assessed again in September. A motion was made and seconded to authorize the Chairman's signature on the letter prepared by Mr. Zubricki. The motion was approved following a unanimous Roll Call Vote and the Chairman signed the letter.

There being no further business at this time before the Board requiring an Executive Session, a motion was made and seconded to return to Open Session. After a unanimous Roll Call Vote, the Board returned to Open Session at 10:30 p.m.

Prepared by: \_\_\_\_\_  
Pamela J. Witham

Attested by: \_\_\_\_\_  
Lisa J. O'Donnell

Note: The Selectmen voted at their meeting, held on Monday, January 10, 2011, to release these minutes to the public.