

**TOWN OF GREAT BARRINGTON
EXECUTIVE SESSION MEETING MINUTES
TUESDAY, AUGUST 18, 2015
7:35 P.M. – TOWN HALL**

PRESENT: SEAN STANTON
STEPHEN BANNON
DANIEL BAILLY
ED ABRAHAMS
WILLIAM COOKE

JENNIFER TABAKIN, TOWN MANAGER

7:35 PM – PUBLIC SESSION – BOARD ROOM

MOTION: Steve Bannon to go into Executive Session for Library Union Negotiations [(MGL. c30A, sec. 21 (3)); and Policy re: non Union Personnel [(MGL. c30A, sec. 21 (2)] and not to return to Open Session.

SECOND: Daniel Bailly

Roll Call Vote:

STEPHEN BANNON	-	yes
DANIEL BAILLY	-	yes
ED ABRAHAMS	-	yes
WILLIAM COOKE	-	yes
SEAN STANTON	-	yes

MOTION CARRIED: VOTE 5-0

Mr. Bannon requested to see a plan from the Library Trustees concerning opening the Ramsdell Library on Sundays prior to discussing it with the Union. The plan should be discussed in open session.

Jennifer Tabakin asked the Selectboard to give her the go ahead to begin negotiations with the Library Union to open Ramsdell on Sundays.

Mr. Abrahams asked if the Town Manager needed Selectboard's permission to discuss it with the Union.

Mr. Stanton said that a discussion with Selectboard in open session should take place first.

Jennifer Tabakin said that the Selectboard gives the final approval of Sunday hours.

Mr. Cooke asked who requested the Sunday hours? Mr. Abrahams said the Library Board of Trustees.

Jennifer Tabakin questions to see if negotiations can be successful to offset the cost of overtime, and if not the library could be closed on one of its least popular days. She also said that the Board needs to listen to Town Counsel's previous advice, which was to negotiate with the Union prior to public discussion.

Jennifer Tabakin said that Ramsdell sees a small number of visitors so switching the days to stay open would make sense.

Mr. Stanton asked if the Union Contract was silent on Sundays?

Jennifer Tabakin said that the Library employees must have two consecutive days off.

Mr. Bannon noted that the Selectboard agreed to negotiate Sunday opening for Ramsdell and not impose it. Mr. Stanton said that time and a half should be paid to employees if they work on Sundays. Mr. Cooke asked if the budget can support time and a half.

Motion: Mr. Bannon to ask Town Counsel if the Selectboard can discuss the possibility of opening on Sundays in open session if the Union is notified prior to such discussions and acknowledge the need to impact bargaining, if approved.

Second: Mr. Bailly

General discussion ensued concerning previous advice given to Selectboard by Town Counsel to impact bargaining first.

Motion: Mr. Bannon to withdraw

Second: Mr. Bailly

Mr. Bailly said that the entire process is backwards and the staff should be heard before the negotiations start. The Selectboard's discussions should be in open session prior to negotiations with the Union. Mr. Stanton pointed out that the Library Trustees are elected and are requesting this.

Motion: Mr. Abrahams to request the Town Manager to negotiate with the Union to open the Ramsdell Library on eleven Sundays then begin public discussion when there is an agreement.

Second: Mr. Cooke

Roll Call Vote:

STEPHEN BANNON	-	no
DANIEL BAILLY	-	no
ED ABRAHAMS	-	yes
WILLIAM COOKE	-	yes
SEAN STANTON	-	yes

MOTION CARRIED: VOTE 3-2

Jennifer Tabakin notified the Selectboard that there will be a change in the way the Sergeants are hired for the Police Department. After discussion with the Police Chief, civil service was ruled out. The previous process involved the hiring of an approved designated assessment consultant. She said that the same process will be followed, but this time the consultant will be hired for one and a half days instead of three. Previously, a formal Citizens Committee was put in place and this time there will not be a full Selection Committee. The Committee will consist of the Town Manager and the Police Chief.

Mr. Bailly asked if the option of a Deputy Chief instead of Sergeants was considered? Jennifer Tabakin said that it was, but the current structure is the best structure at this time (1 Chief 1 Senior Sergeant 1 Sergeant).

Bill Cooke asked if the Police Chief agreed with this new process. Jennifer responded that the Chief was in agreement and that the job description will be reviewed prior to posting. Jennifer said that currently the Police Chief's terms of employment are year to year with few incentives and fewer benefits than the Sergeants. Jennifer recommends establishing a 3 year contract with the Chief of Police.

Mr. Bailly noted that it made sense.

No further discussion ensued.

Motion: Mr. Bannon to adjourn the Executive Session.

Second: Mr. Bailly

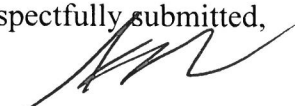
Roll Call Vote:

SEAN STANTON	-	yes
STEPHEN BANNON	-	yes
DEB PHILLIPS	-	yes
DANIEL BAILLY	-	yes
ED ABRAHAMS	-	yes

MOTION CARRIED: VOTE 5-0

The Executive Session adjourned at 8:37 PM.

Respectfully submitted,



Stephen Bannon
Selectboard member