



TOWN OF HADLEY
Executive Session
MINUTES
January 2, 2013

Executive Session:

At 7:55 pm Dan Dudkiewicz made a motion that the Board move to Executive Session for the purpose of discussing litigation, and not to reconvene in open session, motion seconded by Brian West. Chair DiFulvio stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley."

Roll Call Vote: Moskin – Yes: Dudkiewicz – Yes: DiFulvio – Yes: Chunglo – Yes: West – Yes

Attendance: Chair Gloria DiFulvio, Joyce Chunglo, Dan Dudkiewicz, David Moskin, Brian West

Also present: David Nixon, Peg Jekanowski, Richard Trueswell

David Nixon explained to Mr. Trueswell that discussions and information shared in Executive Session is confidential and not to be shared outside of the room.

I. A discussion was held in regard to litigation having to do with the Michelson v. Town of Hadley. David Nixon expressed concern that Select Board member Moskin may have a conflict of interest as he was seen having lunch with Kevin Michelson, as Mr. Michelson has filed litigation against the Town which is currently pending. Mr. Moskin stated he would review the forms that were left for him by Mr. Nixon but did not believe he had a conflict.

Mr. Nixon explained that the original litigation filed by Mr. Michelson was dismissed, but due to a technicality Mr. Michelson had a right to appeal. *Attorney Client*

Mr. Michelson feels he had the right to post something on TV-5, which was not allowed by a decision of Chair Gloria DiFulvio. Chair DiFulvio explained she made the decision based on TV-5 guidelines. The Board discussed bringing in Counsel once more details are known.

(At this time Mr. Trueswell left Executive Session.)

[REDACTED]



TOWN OF HADLEY
Executive Session
MINUTES
January 2, 2013


Adjournment

At 8:45 pm Joyce Chunglo made a motion to adjourn, seconded by David Moskin and passed by roll call vote:

Roll Call Vote: Moskin – Yes: Dudkiewicz – Yes: DiFulvio – Yes: Chunglo – Yes: West - Yes

Meeting adjourned at 8:45 pm.

Respectfully submitted,


Margaret J. Jekanowski
Administrative Assistant

Approved 02/06/2013



TOWN OF HADLEY

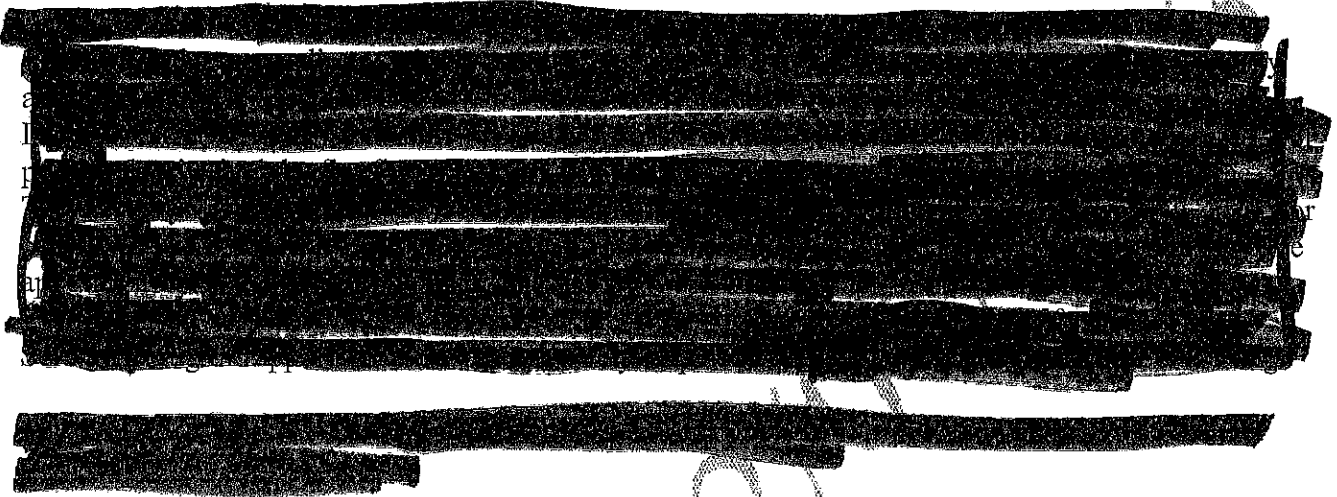
Executive Session

MINUTES

January 16, 2013

Executive Session: At 8:25 pm Dan Dudkiewicz made a motion that the Board move to Executive Session for the purpose of discussing litigation, personnel issues, and labor negotiations, and not to reconvene in open session, motion seconded by Brian West. Chair Chunglo stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley."

Roll Call Vote: Dudkiewicz – Yes; Chunglo – yes; Moskin – Yes; West - Yes



(At this time Mr. Dudkiewicz reentered Executive Session.)

II. A discussion was held regarding the litigation of Damon v. Town of Hadley. David Nixon updated the Board that a mediation was held on January 3, 2013 with Chief Hukowicz, Officer Mitchell Kuc, David Nixon, Attorney Carole Lynch (provided by the Town's Insurance Company) and Mr. Damon and his attorney. Mr. Damon objects to his treatment by the Town of Hadley police force. In mediation, he states that in addition to damages, he wants a court order that he will not be stopped for riding his bicycle in Hadley on any town road. The town has offered the following:

- Settlement language stating that he may use Town roads in a lawful manner
- Town Officials will meet with cycling organization 4 times per year
- Hadley Police Officers will be trained in Bike Safety
- \$28,500.00 in damages.

Mr. Nixon needs to communicate back to the Attorney where the Town stands on Mr. Damon's settlement offer. *Joyce Chunglo made a motion seconded by Brian West, to continue work on the mediation in terms of a monetary settlement, but not to agree to a court order for the town to prohibit stopping Mr. Damon "if warranted."* **Roll Call Vote: Roll Call Vote: Dudkiewicz – No; Chunglo – yes; Moskin – Yes; West - Yes**

III. A discussion was held in regard to labor negotiations with police department. In regard to dispatch negotiations, *Brian West made a motion, seconded by Dan Dudkiewicz, to amend the current offer with Mr. Ralph Galarneau's language amendments, as the last, best, final offer. ."* **Roll Call Vote: Roll Call Vote: Dudkiewicz – Yes; Chunglo – yes; Moskin – Yes; West - Yes**



TOWN OF HADLEY
Executive Session
MINUTES
January 16, 2013

In regard to police negotiations, Chief Hukowicz presented the Board with what he considered a "negotiation tool. He offered a new pay rate as a stop gap temporary fix to the fact that the Town does not pay officers enough, thus making recruitment and retention difficult. David Nixon observed that this is an increase of 10.7%. Chief stated that a higher rate will attract more special officers and reduce over time. He also discussed creating a new position of an officer who serves as the court/hearings officer on a regular basis. Mr. Nixon stated that officers will complain if increases are not equitable. Also, he stated that if 10.7% increases are being offered, the police need to make some serious concession to the Town on other points, such as the extra shift on weekends. Brian West asked the Chief for a three year projection of cost, and stated that there needs to be discussion of where these funds would come from. David Nixon stated that the new position (hearings officer) should not be a union position.

Adjournment

At 10:15 pm Brian West made a motion to adjourn, seconded by David Moskin. Roll Call Vote: Dudkiewicz - Yes; Chunglo - yes; Moskin - Yes; West - Yes

Meeting adjourned at 10:15 pm

Respectfully submitted,


Margaret J. Jekanowski
Administrative Assistant

Approved 02/10/13



TOWN OF HADLEY
Executive Session
MINUTES
February 6, 2013

Executive Session:

9:07pm: Move to Executive Session for the purpose of discussing litigation and labor negotiations, and not to reconvene in open session:

Motion: Dudkiewicz

Second: Chunglo

Chair DiFulvio stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley.

Roll Call Vote: West – Yes: Chunglo – yes: DiFulvio – yes: Dudkiewicz – Yes: Moskin – Yes

Executive Session

1.



2. No discussion regarding Michelson v. Town of Hadley. Passed over.

3. The Town is ready to agree to a Memorandum of Understanding with Dispatch, with a 2%, 2%, and 2% COLA. The employees have agreed to doctor's notes for any sick time used. Motion to accept MOU for Dispatch Employees:

Motion: Chunglo

Second: West

Roll Call Vote: West – Yes: Chunglo – yes: DiFulvio – yes: Dudkiewicz – Yes: Moskin – Yes

3. A discussion was held in regard to labor negotiations regarding Police. Discussion included how the Town can keep costs affordable yet attract and retain good police officers. David Nixon stated that he recently met with Union Representative Ralph Galarneau regarding how to keep costs affordable: the following objectives were discussed:

Increase in pay

Control cost in 3-year contract

Establish a 10 step pay classification system with 2.5% increases

(This accomplishes cost control in the back end of the pay scale and ensures that a patrol officer does not make more than a sergeant.)

The police union has not given back a shift at this time. The Board discussed that the giving back of a shift would be a good way to fund the 10 step wage classification. They decided to continue negotiating the 10 step wage program but with a reduction of the weekend (Sunday) shift.

4. DPW dropped the Seniority Issue and can move forward.



TOWN OF HADLEY
Executive Session
MINUTES
February 6, 2013

5. Other: There is a piece of property that was gifted to the Town by the Chmura family, but no deed was ever recorded on this. They now would like it back in order to sell it, and this will mean tax revenue for the Town. The Board is okay with this as there is no deed in place anyway.

Adjournment:

9:47 pm Motion to Adjourn: Dudkiewicz: Second: West

Roll Call Vote; West – Yes: Chunglo – yes: DiFulvio – yes: Dudkiewicz – Yes: Moskin – Yes

Meeting adjourned at 9:47 pm.

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant

Approved 02.20.2013



TOWN OF HADLEY
Executive Session
MINUTES
April 3, 2013

Executive Session:

At 9:35 pm: Move to Executive Session for the purpose of discussing litigation and labor negotiations, and not to reconvene in open session:

Motion: Dudkiewicz Second: Chunglo

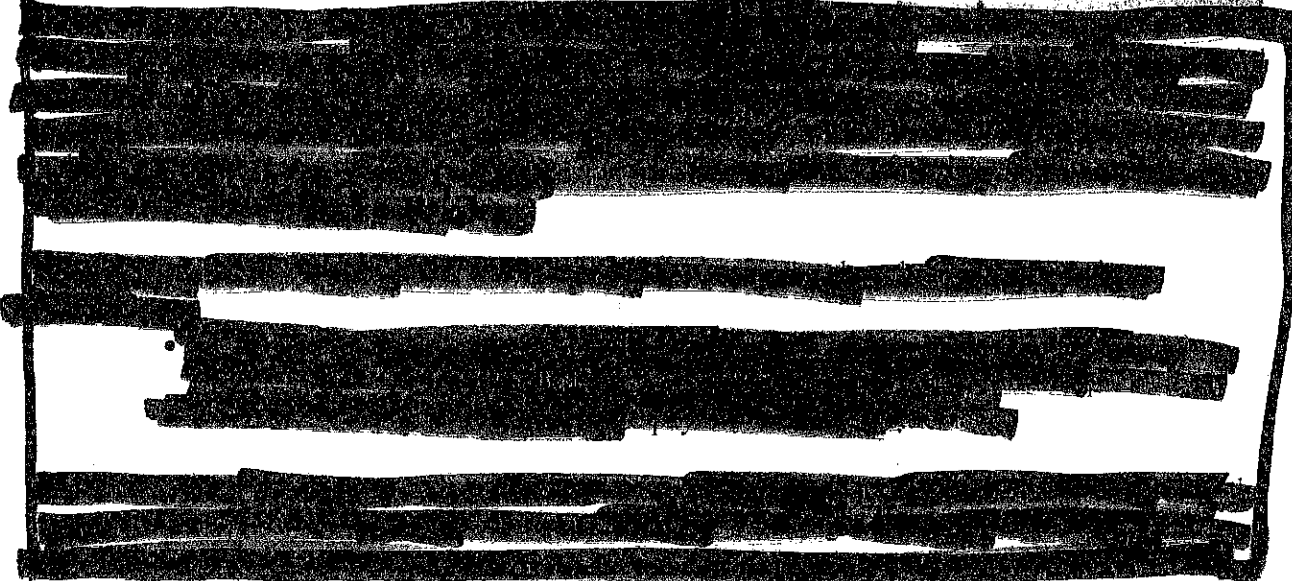
Chair DiFulvio stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley.

Roll Call Vote: Moskin – Yes: Dudkiewicz – Yes: DiFulvio – yes: Chunglo – yes: West – Yes:

Executive Session

Litigation: [redacted] Town of Hadley:

Protony J. J. J.



Approve the settlement offer between the Town of Hadley and [redacted] including the stipulations noted above.

Motion: West Second: Chunglo Roll Call Vote:

Roll Call Vote: West – Yes: Chunglo – yes: Dudkiewicz – No: Moskin – Abstain: DiFulvio – yes

DPW Union Negotiations:

Approve current contract:

Motion: West: Second: Dudkiewicz Roll Call Vote:

Roll Call Vote: West – Yes: Chunglo – yes: Dudkiewicz – Yes: Moskin – Yes: DiFulvio – yes

Police Union Negotiations

The Board had a discussion with Chief Hukowicz about the current status in the negotiation process. The union said in concept they agree to the ten step proposal, but they would not agree to eliminating the Sunday shift. Discussion ensued regarding overtime and the Sunday shift.



TOWN OF HADLEY
Executive Session
MINUTES
April 3, 2013

Go back to negotiations with Last/Best/Final offer of the same deal except that the Sunday shift comes out.

Motion: West Second: Chunglo Roll Call Vote:
West - Yes; Chunglo - Yes; Dudkiewicz - Yes; Moskin - Yes; DiFulvio - Yes

Mr. West instructed Chief Hukowicz to hold a staff meeting and tell the department that overtime will have to stop.

[REDACTED]

Adjournment
10:45 pm Motion: Dudkiewicz Second: Chunglo
West - Yes; Chunglo - Yes; Dudkiewicz - Yes; Moskin - Yes; DiFulvio - Yes

Motion adjourned at 10:45 pm.

Respectfully submitted,


Margaret J. Jekandowski
Administrative Assistant



TOWN OF HADLEY
Executive Session
MINUTES
April 17, 2013

Executive Session:

9:23 pm: Move to Executive Session for the purpose of discussing labor negotiations, and not to reconvene in open session:

Motion: Chunglo

Second: Dudkiewicz

Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley.

Roll Call Vote: Chunglo – Yes: Dudkiewicz – Yes: Waskiewicz– yes: Mooring – yes

Executive Session

An informational discussion was held regarding current state of Police Union contract negotiations for new Select Board members aware of current state. Members are seeking to eliminate the Sunday shift, leaving the need for an extra officer as a managerial decision to be made as necessary by the chief. The union does not want to give up this shift. Negotiations are still in progress.

No votes, no action taken.

Adjournment

9:40 pm Motion to adjourn: Chunglo Second: Mooring

Roll Call Vote: Chunglo – Yes: Dudkiewicz – Yes: Waskiewicz– yes: Mooring – yes:

Motion adjourned at 9:40 pm.

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant



TOWN OF HADLEY
Executive Session
MINUTES
April 24, 2013

Executive Session:

8:07 pm: Move to Executive Session for the purpose of discussing litigation, and not to reconvene in open session: *Motion: Chunglo* *Second: West*

Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley.

Roll Call Vote: Waskiewicz- yes: Mooring - yes: Dudkiewicz - Yes: Chunglo - Yes: West - Yes

Litigation: Michelson v. Town of Hadley

Chair Dudkiewicz stated that Mr. Richard Trueswell, Hadley TV-5 Access Coordinator, would remain in Executive Session as this matter concerns him as the TV-5 Coordinator. The Board agreed and there was a reminder that all Executive Session information and discussions remain confidential.

A discussion was held regarding litigation regarding Michelson v. Town of Hadley. Most of the original charges that Mr. Michelson brought forward did not hold up in Federal Court. The matter is now down to a freedom of speech issue as to whether the Town should allow him to run a message on Hadley Cable TV-5. (The previous Select Board Chair had not granted the access.) The usual practice, per Richard Trueswell, is to run a public message two times on a given day.

[REDACTED]

Motion to approve settlement offer as stated above: West
Second: Mooring

Attorney - Client

Waskiewicz - Abstain: Mooring - Yes: Dudkiewicz - Yes: Chunglo - Yes: West - Yes

Adjournment

8:25 pm Motion to adjourn: Dudkiewicz *Second: Chunglo*

Roll Call Vote: Waskiewicz - yes: Mooring - yes: Dudkiewicz - Yes: Chunglo - Yes: West - Yes

Motion adjourned at 8:25 pm.

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant



TOWN OF HADLEY
Executive Session
MINUTES
May 15, 2013

Executive Session:

8:22 pm: Move to Executive Session for the purpose of discussing labor negotiations, and not to reconvene in open session:

Motion: West

Second:

Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley.

Roll Call Vote: Waskiewicz – Yes; Dudkiewicz – Yes; Chunglo – Yes; West – yes

A discussion was held regarding labor negotiations with DPW; specifically regarding changing language having to do with sick leave. Mr. Nixon stated that DPW Union members, via Mr. Ralph Galarneau, stated that what had been agreed to in terms of sick time buy back was 45 days at the full rate plus 50% remaining accumulated. Discussion ensued and Select Board members stated that was never agreed to, that the agreement reached was buy back of 50% of accrued sick time.

Keep contract language that states that the sick leave buy back for retiring (DPW) employees shall be 50% of accumulated sick time leave.

Motion: Dudkiewicz

Second: West

Roll Call Vote: Waskiewicz – abstain; Dudkiewicz – Yes; Chunglo – Yes; West – yes

Adjournment

8:45 pm Motion to adjourn: Chunglo

Second: West

Roll Call Vote: Waskiewicz – yes; Dudkiewicz – Yes; Chunglo – Yes; West – yes

Meeting adjourned at 8:45 pm.

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant

APPROVED



TOWN OF HADLEY
Executive Session
MINUTES
July 17, 2013

Executive Session:

9:02 pm: Move to Executive Session for the purpose of labor negotiation / contract negotiations and not to reconvene in open session: West Second: Chunglo

Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley."

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes

Executive Session

I. A discussion was held regarding a DPW Contract Negotiations. Ralph Galarneau was present before the Board and stated that in order to settle the contract he would like to go back to the DPW workers and recommend they withdraw a request for enhanced sick leave buy back at retirement and go back to 45 days. They (DPW Union) will need to take a vote; assuming they vote yes the contract will be settled and ready for signature.

II. DPW Grievance: The Board met with Ralph Galarneau, (Teamsters Local 404), [redacted] and [redacted] regarding a grievance filed on an alleged contract violation of a long established past practice that provides for employees to be paid a minimum of 4 hours at time and one half for a call out and have not been required to work the entire 4 hours if the work was completed in less time. (Grievance attached to these minutes.) Mr. Girouard stated that when called out to the alarmed area, [redacted] did not follow standard operating procedure, in that rather than remediate or repair the pump, [redacted] wrote a hand written note directing another employee to repair the pump and went home after being onsite for only few minutes. Mr. Girouard therefore only wanted to pay him for actual hours worked. Discussion ensued as to whether this situation should have been disciplinary rather than change in past practice. The Select Board asked the Union reps and members to step out in order to caucus. They decided that past practice has to be followed, but if someone does not do the job, they are subject to employee discipline and personnel policies regarding discipline should be followed. There should be a policy/procedure for dealing with emergencies that are followed by all employees, and that the employees are to be held to these policies when on a "call back." The Select Board called the Union representatives/employees back in and Chair Dudkiewicz stated: "The Town will follow the contract in regard to Overtime Call Back."

[Large redacted block of text]

Sign the Separation Agreement between the Town and [redacted] as amended to reflect language change regarding "future contact" from Town Administrator to Chief of Police":

Motion: West Second: Chunglo

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes

[Large redacted block of text]



TOWN OF HADLEY
Executive Session
MINUTES
July 17, 2013

IV. The Board and Mr. Galarneau discussed two grievances filed by [REDACTED] on May 14 & 15, 2013 for "failure to call by seniority" for private duty detail. [REDACTED] was invited to Executive Session discussion but chose not to attend.) Chief Hukowicz stated that per contract language [REDACTED] did not do a patrol; therefore he was not entitled to the private duty. Mr. Galarneau stated that he (the officer) did not have to take the patrol because it was not his patrol. Regarding the second grievance, Chief Hukowicz stated that [REDACTED] could have bumped a special, he did not exercise his "bumping" rights. Mr. Galarneau countered that he [REDACTED] did not know the shifts were available. Chief Hukowicz further stated that [REDACTED] had not submitted his schedule/availability for the month. The Board asked Mr. Galarneau for time to caucus. Chief read from contract language stating if you don't work patrol you cannot have private duty.

Motion to deny both grievances filed by [REDACTED] West Second: Mooring
Roll Call Vote: Waskiewicz - No: Mooring - Yes: Dudkiewicz - Yes: Chunglo - Yes: West - yes
Mr. Galarneau re-entered the meeting and was told the vote of the Board.


IV. Regarding contract negotiations with the Police Department, Mr. Galarneau stated that the elimination of the Sunday shift was a "deal breaker" for the union, they voted the contract down on that one piece. If this one issue can be resolved, they are ready to sign the contract. Mr. Nixon stated that if they were not able to resolve this, it would have to go to mediation, and mediation will cost the town. The Board decided to meet with the Police Union one more time to negotiate on this issue. Negotiations will be scheduled.

Adjournment

10:20 pm Motion to adjourn: Dudkiewicz Second: West
Roll Call Vote: Waskiewicz - Yes: Mooring - Yes: Dudkiewicz - Yes: Chunglo - Yes: West - yes

Meeting adjourned at 10:20 pm.

Respectfully submitted,


Margaret J. Jekanowski
Administrative Assistant



TOWN OF HADLEY
Executive Session
MINUTES
August 7, 2013

Executive Session:

8:50 pm: Move to Executive Session for the purpose of labor negotiation / contract negotiations and not to reconvene in open session: Mooring Second: West

Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley. *Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes*

A discussion was held regarding a DPW Contract. Mr. Girouard raised concern regarding the budget and ability to cover the pay increase. Mr. Nixon explained that this will be addressed at Fall Town Meeting. *Motion to sign the DPW MOA as presented: Chunglo Second: Dudkiewicz Roll Call Vote: Waskiewicz – Abstain: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes*

A discussion was held regarding Police Contract language regarding the Chief "must call in a part time or special officer for the (additional) Sunday shift." Mr. Dudkiewicz asked that funding to pay for this shift come from negotiations with UMass. Mr. West stated that the Town's strategy was to redo the wage scale in order to recruit and retain officers. The pay rate should be at \$16.00 per hour per the Select Board. The ability to attract more specials at this rate will result in net savings. Mr. West further stated that the Police Chief needs to aggressively recruit specials, especially those with training, as the sooner this is done there is a better chance of recouping money in the budget.

Motion to accept the new contract proposal and changes to paragraph 192: Dudkiewicz Second: Chunglo Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes

Adjournment

9:15 pm Motion to adjourn: Dudkiewicz Second: West Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes

Meeting adjourned at 9:15 pm.

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant



TOWN OF HADLEY
Executive Session
MINUTES
August 14, 2013

Executive Session:

8:07 pm: Move to Executive Session for the purpose of labor negotiation / contract negotiations and Fire Chief Contract and not to reconvene in open session: *Mooring* Second: *Chunglo* Chair
Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley. Roll Call Vote: *Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes*

I. Police MOA.

A motion was made and seconded and roll call vote taken:
Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes:

II. Fire Chief Contract Negotiation:

Mr. Spanknebel and the Board discussed contract language from the Town Contract draft, as well as discussion points provided by Mr. Spanknebel. Both documents are attached to these minutes for review:

The following points were agreed to from Discussion Points:

- Strong chief as per MGL Chapter 48 Sec 42
- 3 year contract
- Salary of \$70,000.00 (fy2014) with annual COLA and 3.6 % increase for fy2015 & fy2016
- Hours of work per contract language
- Uniform allowance of \$1,000.00
- Injured on duty benefits under MGL CH. 41 Sec 111F
- 3 weeks vacation to be used in any increment and up to 5 days unused in one year may be carried over to the following year
- Bereavement: same as town personnel policy
- Retirement as Town Policy
- Sick Leave as Town Policy
- Personal Days 3 days
- Death during employment: to be the same as Chief of Police contract
- Emergency Management Director Stipend: \$200.00 per month for first year of contract, revisit after first year.
- Longevity Bonus: leave open and look at later
- Use of Town Vehicle: as stated
- Professional Development (as stated) starting 1st year of contract

The following items were agreed to from the draft of Town Contract:

- Employment (as stated above)
- Duties
- Hours of Work
- Terms
 - Change "pay if fired" timeframe from 3 months to 6 months
 - Change "notice" to 60 days
- Suspension
- Termination (as stated in "Terms" above)
- Compensation (as stated above)
- Chief Evaluation – The Board asked for goals by 6 months



TOWN OF HADLEY
Executive Session
MINUTES
August 14, 2013

- Vacation (as stated above)
- Sick Leave (as stated above)
- Personal Leave (as stated above)
- Holidays
- Indemnification
- Professional development take out "within Massachusetts"
- Dues And Subscriptions
- General Expenses
- Automobile
- Renewal (change language from 3 months to 6 months.)
- Notices
- Other Terms and Conditions of Employment
- Other Provisions
- General Provisions.

Motion to approve contract stipulations as negotiated above and sign finalized contract at convenience of the Board: Dudkiewicz Second: Chunglo

Roll Call vote: *Waskiewicz – Abstain: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes:*

Mr. Spanknebel accepted these terms. A date and time for swearing in Mr. Michael Spanknebel as Full Time Fire Chief will take place during the last week of August, details to be determined.

Adjournment

9:50 pm Motion to adjourn: *Mooring* Second: *Dudkiewicz*
Yes: *Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes*

Roll Call Vote: *Waskiewicz –*

Meeting adjourned at 9:50 pm.

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant

Approved 09/04/2013



TOWN OF HADLEY
Executive Session
MINUTES
September 4, 2013

Executive Session:

8:47 pm: Move to Executive Session for the purpose of contract negotiation and an employee grievance and Fire Chief Contract and not to reconvene in open session: Mooring Second: _____ Chair
Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley. Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – Yes

A discussion was held regarding a settlement agreement between the Town and [REDACTED] Teamsters Local 404. Police Chief Hukowicz explained that this settlement is regarding one or two grievances filed by [REDACTED] and in the long run it will be less expensive for the Town to settle than go to arbitration.

Motion to sign the Settlement Agreement between the Town of Hadley and Teamsters Local 404, Mark Schlosser: Dudkiewicz Second: Mooring

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – Yes

The Board discussed the renewal of the Chief of Police contract. Due to the new union contract any raise in pay for the Police Chief as stipulated in his present contract is unclear. Chief Hukowicz stated that some of his officers stand to make more money than he does under his present contract. Discussion ensued regarding cost of living for FY 2013 and 2014. The Chief's current salary is \$82,039.00.

Motion to authorize 4% increase to Police Chief pay in FY 2013 & 2014 subject to Police Union signing contract: West Second: Dudkiewicz

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – Yes

David Nixon suggested paying FY2013 as a lump sum and make budget adjustment for FY2014

In another matter, the rate of pay for Special Police Officers was discussed. Discussion included the pros and cons of bringing new officers in at a special "training" rate. Mr. Mooring stated the need to create a training rate and the need to be clear when the rate starts and ends. Mr. Nixon stated a new position would need to be created, such as an "officer in training."

Motion to approve an hourly rate for Special Police Officers at \$15.00 per hour effective July 1, 2013: Mooring
Second: Chunglo Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo –
Yes: West – Yes

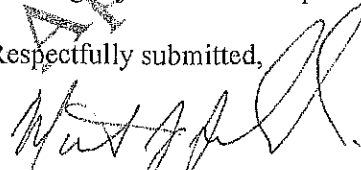
Adjournment

9:30 pm Motion to adjourn: West Second: Waskiewicz
Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – Yes

Roll Call Vote: Waskiewicz –

Meeting adjourned at 9:30 pm.

Respectfully submitted,


Margaret J. Jękanowski
Administrative Assistant



TOWN OF HADLEY
Executive Session
MINUTES
October 16, 2013

Executive Session:

9:45 pm: Move to Executive Session for the purpose of discussing:

- labor negotiations for police
- litigation

and not to reconvene in open session: *Motion: Mooring Second: Chunglo*

Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley.

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes

A discussion was held regarding litigation concerning Eli Damon v. the Town of Hadley. The plaintiffs accepted an order having to do with safety that they will sign, and the insurance company (Town) made an offer of \$25,000.00. Plaintiffs agreed to \$27,500.00, down from \$95,000.00 they were originally asking. A motion was made and seconded and vote taken. If not accepted the matter will go to trial, there is risk associated with going to trial, and police time/expense will also be incurred.

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – No: Chunglo – No: West – Yes

A discussion was held regarding Police Department Contract Negotiations. The police have ratified their contract. A motion was made and seconded and to ratify the Police Department MOA contingent upon receiving signed contract from the police, and further to ratify the police chief contract. Roll call vote:

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – No

Adjournment: At 10:01 a motion was made and seconded to adjourn meeting – Roll Call Vote:

Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes

Respectfully submitted,

Margaret J. Jekanowski
Administrative Assistant