



Finance Committee
 Town of Halifax
 499 Plymouth St.
 Halifax, MA 02338

Meeting Minutes
 Monday, March 11, 2019
 Executive Session

		Frederick McGovern	Leonard Teceno	Bill McAvoy	Melinda Tarsi	Brad Graham	Vacant
Present		X	X	X	X	X	

Also in attendance was Sandy Nolan, Town Accountant, Charlie Seelig, Town Administrator; Kim Roy, Selectman

Melinda started the Executive Meeting Session to discuss Collective Bargaining at 8:30p.m..

Meeting was recorded by Area 58.

Charlie started the meeting by stating we have a difficult situation with the Fire Department. Prices are going up, and we have a paramedic shortage. The town is losing people to other towns, due to salary, insurance, etc.. We're also losing people to Massport, who is hiring forty people and offering rich contracts. He is proposing doing a general wage increase for everyone and bumping up the stipend. Kim stated we have two employees who are at the top step. We need to go to a flat rate. Every year 50% of our staff turns over. This leaves us with not many seasoned people. We're attractive right now because we have good programs and a popular Chief. Charlie stated we are acting as a training ground for other town's departments because we can't keep the employees. In the last month, two people gave their notice. Bill asked if we do exit interviews. Charlie stated yes. Kim stated it's usually because of the stipend and insurance. If we said to the union we're putting the stipend at ten along with a general pay increase, we'd keep people. Len asked what the stipend is for. Kim answered, it's a paramedic stipend. Charlie said right now the stipend is stepped. The department wants to retain experienced employees. Kim stated, they are also making the test harder which is why there's a shortage of paramedics. If Jason leaves, we'd like to have someone to groom. This may help retention. Len asked if we have numbers on the turnover rate. Charlie said he can get those.

Regarding the Sergeants, Charlie stated we're doing a complete contract. He would like the Finance Committee to give him some parameters. He would like a better idea of FinCom's direction with wages. Charlie will work with Sandy to get numbers. Len asked what the increase was for last year. Charlie answered 2% for everyone. Charlie

stated he emailed the highway department but did not get a response yet. Patrol will see a straight wage increase. Kim also stated there will be one position increase tried. This person is doing the work of a grade ten but is currently a grade seven. The Fire Chief is settled. Regarding the Police Chief, Kim stated we have to sit down with him. Charlie said if we offer a Master's Degree incentive to the Sergeants, the Chief should get that as well. Our Chief is underpaid. Going forward, we need to keep this in mind to retain him. He has two more years on his contract. Len stated he is a first time Chief. Kim stated we only had x amount in the budget to pay him.

Bill asked if there is a need for everyone to be an EMT. Kim said yes. Bill asked who pays for paramedic training? Kim answered the employee pays for it. Kim stated we would like to try to give Charlie a 2% salary increase. She also stated our unions have agreed to have wage openers every year. It's a great benefit to our town. Those budgets include wage increases for teachers. A wage study determined our teachers are paid similar to other towns.

Len stated he would like to see where we are at. Charlie stated he has to sit with Sandy and provide numbers and then prioritize. Melinda asked when we walk out of here Wednesday night, should we approach the departments. Charlie stated not yet.

Respectfully submitted,
Kathy Clark, Secretary

Len Teceno, Clerk