

HALIFAX BOARD OF SELECTMEN  
**EXECUTIVE SESSION**  
THURSDAY, MARCH 16, 2017 – 8:40 P.M.  
SELECTMEN MEETING ROOM

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Moved by Roy and seconded by Millias, the Board voted as follows to enter into Executive Session with Selectmen, Troy Garron, Tom Millias, Kim Roy and Police Chief Broderick to discuss Police, Highway, Sergeants, Fire, Dispatchers and Police Contact negotiations:

(Garron had stepped away for a moment when Roy and Millias took the roll call)

Thomas Millias        - Yes  
Kim R. Roy             - Yes

**PATROL OFFICER NEGOTIATIONS**

Additional time

Seelig said that the pay rate does not change but the amount increases by 6.25%. This is something to think about.

Specialty pay

Seelig offered up a couple of options leave it at the four , add more or eliminate the stipend and hand everyone \$500 and say that there is no specialty stipends since you get overtime for the additional work.

Stipends (specialty pay)

Vehicle maintenance \$1,000  
Sex Offender Officer \$1,000  
Firearms Instructor \$1,000

The Chief said one problem is that he could have one officer receiving three specialty pays. Seelig said no stipends for specialty pay. This is an incentive for those who want to work but hard to manage. He is not opposed to the concept.

15 minutes before and 15 minutes after

The Chief suggested keeping it the same as the Sergeants, allowing a time for the shift change kind of a roll call to pass on information for those coming in and those leaving. He said that it is whatever the BOS decides as they are just looking for more money and a way to get it. Roy is not a fan of this and rather put the money at a higher step.

Wages

Seelig said using our comparable towns our straight time wages are the same of a little better than the average. He does not recommend more than a 2% increase unless these straight time wages will include compensation for other matters. Talked with FinCom and they said seems like the 2% is a good idea.

Step increase

Seelig is recommending 3%, which is the difference between Step 5 and Step 6.

Seelig pointed out that if they were to do wage increase, adding Step 6 and additional time it would be an 11.25 increase. Roy is not for it.

Longevity increase

Seelig said this is small change in the larger scheme of things because of the eight officer three will see an increase with the new stipend schedule and the next officer will not be eligible until 2020.

Educational increase \$2,000 for Bachelor’s degree

Seelig said that four of the officers have a bachelor’ degrees and that the incentive singles out a certain set of individuals for pay increase. He would tend to make improvements in the pay scales that are applicable to everyone.

Physical fitness incentive (reimbursement yearly gym membership)

Seelig thinks they are not going anywhere with this.

2 more personal days

Seelig is not a fan of this because and not on his list to offer. He stated that the other Unions will be looking for this and not to mention W&P employees only get two.

Roy asked if they could leave the longevity open until they see what W&P is doing and Seelig said yes. She is not for the fifteen minutes before and after or the educational incentive. She is for the 6<sup>th</sup> Step as she thinks they can sell it.

Garron is in favor of the fifteen minutes before or after; not for the specialty pay and physical fitness and said the stipends for the education should stay the way they are.

Millias is concerned that the fifteen minutes will become an issue with the fire personnel when they get wind of it.

Roy said that the Sergeant on shift could pass along the information for the changeover therefore no need for the fifteen minutes before or after.

The Board was in agreement with keeping the 2% wage increase and the Step 6 on the table.

Moved by Roy and seconded by Garron, the Board voted as follows to come out of Executive Session at 9:19 p.m.:

- Troy E. Garron - Yes
- Tom Millias - Yes
- Kim R. Roy - Yes

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 Troy E. Garron  
 Clerk  
 /pjm