

HALIFAX BOARD OF SELECTMEN
EXECUTIVE SESSION
TUESDAY, MARCH 22, 2016 – 8:29 P.M.
SELECTMEN MEETING ROOM

Moved by Garron and seconded by Millias, the Board unanimously voted as follows to enter into Executive Session with Selectmen Kim Roy, Troy Garron and Tom Millias to discuss collective bargaining for Patrol Officers, Sergeants, Highway, Firefighters and Dispatchers:

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

Seelig began by saying that he and the Town Accountant have been working on the revenues and there is enough money for a 2% wage increase. They will be recommending this to the Finance Committee and if they are okay with it they will bring it to Wage and Personnel.

DISPATCH NEGOTIATIONS

Seelig said that they have not sat with them yet. Karen Hathaway is back, which is good as she familiar with everyone. Town should offer 2% with re-openers.

HIGHWAY NEGOTIATIONS

The first session with them is next week. They do not want re-openers but want a 3 year contract. Seelig is suggesting that they should offer 2% with re-openers and get the uniform/IRS issue resolved. Seelig's intention is to get them on same page as everyone else regarding deleting sick leave from overtime.

PATROL OFFICER NEGOTIATIONS

Officer Schleiff wrote stating that the Patrolman's Union is requesting a 3% wage increase for FY2017. If the Board wants Seelig said he could send a letter stating 2%.

FIREFIGHTERS NEGOTIATIONS

Wage increase 3%, 2%, and 2% over 3 years

- Seelig recommends 2% with re-openers.

They want to add a 6th step to all rank's pay scale at a fifty cent raise over the top step

- Town could consider this

Convert Paramedic stipend to 13% of base pay (paid bi-weekly)

- Do not change to a stipend instead increase Paramedic stipend by 2%

Preceptor stipend

- no

Increase vacation week to from 42 hours to 48

- Seelig said no on this.

Private detail rate \$50 hour

- Town should consider this and see what the current rates are in other towns.

Sick for straight time but if forced sick time gets paid overtime.

- Seelig does not have a problem with this. The Chief would have to use his discretion.

Create a sick bank

- Seelig is suggesting no because the Town could end up paying a lot of money.

Clothing allowance increased to \$1,100 and paid by check once a year.

- They might want to do a lump sum. Maybe from \$900 to \$950

Education incentive: \$2,500 for Associates, \$5,000 for Bachelors in Fire Science or related fields.

- There is already a 5% stipend for an Associate’s degree.

4 hour minimum for call backs

- Seelig is not interested in doing this

SERGEANTS NEGOTIATIONS

Start longevity at 5 years and increase by \$100 for every thereafter to max out at \$2,500.

- W&P has not recommended any change in longevity.

Night differential - increase from \$1 per hour to \$1.50

- Revise to \$1.25.

Specialty positions: technology \$1,000 a yr.; evidence \$1,000 a yr.; firearms licensing \$1,000 a yr.

- No. Roy is not for the evidence position. Seelig said he would rather pay them the \$1,000 in their pay.

A educational incentive stipend of \$2,500 for an associate’s degree and/or \$5,000 for a bachelor’s degree in criminal justice or law enforcement.

- Seelig agrees to this

Add wording for payment of overtime when calling in sick to include extension of regular shifts, court time, call backs not to include open shifts, extra paid details or any extra work that the Chief approves.

- That’s fine

Seelig added that on grievances, having a grievor decide on Civil Service v. an arbitrator may not be crucial if we want to switch out of civil Service.

Moved by Garron and seconded by Millias, the Board voted as follows to come out of Executive Session at 9:00 p.m.:

Troy E. Garron	–	Yes
Thomas Millias	–	Yes
Kim R. Roy	–	Yes

 Thomas Millias
 Clerk

/pjm