

HALIFAX BOARD OF SELECTMEN
EXECUTIVE SESSION
TUESDAY, APRIL 12, 2016 – 9:44 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 contract negotiations for Patrol Officers, Sergeants, Highway/Cemetery, Firefighters, Dispatchers and Police Chief and *Wissel v. Halifax*:

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

WISSEL v. HALIFAX

Seelig said the town ended up not needing to do training on the Commonwealth's laws on employment discrimination but said that there will have to be some tweaking in the discrimination policy. The settlement was for \$12,500; our insurer will pay \$10,000 and the town will pay \$2,500. Millias asked where the funds would come from and Seelig said that he will check the insurance account.

POLICE CHIEF

The Chief is good with a 2% raise for FY17. The Board was asked if they wanted to make an offer for FY18 &19 or request re-opener for those two years. Garron said that they are asking for re-openers for other units so they should do the same.

PATROL OFFICER

They agreed on the 2% wage increase for FY17.

SERGEANTS

Union wanted

Longevity stipends

- This was presented by W&P and got shoot down by FinCom – not happening this year.

Stipends for specialty positions (technology; evidence; firearms licensing)

- Seelig does not know where the BOS wants to go with this. It was said as patrol officers they would receive a stipend but now they are still doing the jobs listed above and they not receiving anything extra. Regarding the technology that they do it does save the town money. Seelig does not have a problem going to Town meeting saying that they save us money. Roy said that she cannot go to Town meeting to support it but suggested bringing the same stipends from the Patrol officer to the sergeants contract. Garron added that this will open it up for other 'specialty jobs'.

Comp time

- Not happening

Town wanted

Language stretching management rights

Update anti-discrimination clause

Add language to make grievance procedure more formal & time driven

Limited the areas the arbitration can rule on

Allow the chief's discretion on the assignment of shifts

Clarify when holiday pay will be paid

Language covering IRS uniform issue

- Seelig will see the chief, write up the language, have Garron review and then present.

HIGHWAY

Union wanted

A paid day off for every snow emergency day

- Roy brought up the point that fire and police would want the same.

One day bereavement for nieces, nephews, aunts, uncles, in-laws

- Seelig said that only Wage & Personnel get this and no other unions get this.

Good Friday and birthday off

- both are not happening

Town wanted

Agency fee provision

- going to eliminate

Fixed IRS clothing allowance problem

- receive a lump sum

DISPATCH

Steps 6 & 7 – 5% increase per step

- Seelig said that he cannot go to Town Meeting and get them a 5% increase.

Increase EMD stipend from \$850 to \$1,500

- No

Twenty-five cent (.25) shift differential increase

- This can be done

Begin longevity at 5 years of continued service at \$500. Longevity should increase \$100 every year thereafter to max out at \$2,500 after 25 years of service

- No

Uniform allowance of \$500

- No

FIREFIGHTERS

Private detail – \$50 /hour

- This rate is a comparable to the police details.

Sick bank

- Seelig does not know if they want to do this

Clothing allowance of \$1,100

- Seelig is going to see what they can do.

4 hour minimum on calls

- No

Increase maximum FF certification from \$2,000 to \$3,000

- Seelig is going to talk with the chief about this.

Moved by Garron and seconded by Millias, the Board voted as follows to come out of Executive Session at 10:15 p.m.:

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

Thomas Millias
Clerk

/pjm