

BOARD OF SELECTMEN
EXECUTIVE SESSION MINUTES

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November 1, 2011

ORLEANS TOWN CLERK

Approved on December 7, 2011

An executive session meeting of the Orleans Board of Selectmen was held on Tuesday November 1, 2011 in the Nauset Room of the Town Hall for the purpose of discussing strategy with respect to union negotiations and to conduct contract negotiations with non-union personnel. Present were Chairwoman Margie Fulcher, Vice-Chairman Sims McGrath Jr., Selectman David M. Dunford, Selectwoman Susan B. Christie, Town Administrator John Kelly, Assistant Town Administrator Myra Suchenicz and Recording Secretary Kristen Holbrook.

Chairwoman Fulcher called the meeting to order at 4:00 pm.

On a motion by Mr. McGrath, and seconded by Mr. Dunford, the Board voted to enter into executive session for the purpose of discussing strategy with respect to union negotiations and to conduct contract negotiations with non-union personnel. The vote was 4-0-0, with Mr. Dunford, Mrs. Fulcher, Mr. McGrath and Mrs. Christie all voting aye.

Deputy Chief of Police Scott McDonald and Police Lt. Sean Diamond of the Orleans Police Department met with the Board to discuss their contracts. Mrs. Fulcher asked for discussion regarding the longevity bonus. Mr. Kelly stated that the two employees each currently receive a longevity bonus annually of \$900, the Board had previously discussed rolling the longevity into the base salary. In doing this the longevity would then count toward the retirement earnings.

Mr. Dunford stated that longevity is a union benefit and this would separate the issue for the senior administrators in the department.

Mr. McGrath and Mrs. Christie stated that they favor simplifying the process.

Deputy Chief McDonald explained to the Board that while the longevity bonus was not a vast sum of money, over a period of 25 years, it equated to approximately \$15,000. Lt. Diamond further stated that the bonus for longevity was meant to be a reward for loyal employees.

Mr. Dunford stated that the reward offered to non-union personnel, is that they are senior management and that is recognition of their knowledge and loyalty.

On a motion by Mr. Dunford, and seconded by Mrs. Christie, the Board voted to roll the longevity payment for Deputy Chief of Police and Police Lieutenant into the base pay. The vote was 4-0-0, with Mr. Dunford, Mrs. Fulcher, Mrs. Christie and Mr. McGrath all voting aye.

Mr. Kelly also spoke to the issue of the Deputy Chief being assigned a vehicle. As he is considered to be on duty 24/7, he is entitled to a car.

In regards to the Quinn Bill, the Town must reach an agreement with the employees in order to opt out of the Quinn Bill. Deputy McDonald would like to have the option to reopen his contract in approximately one year, in anticipation of his completion of his Bachelor's degree and the fact that his educational status may change mid-contract.

Mr. McGrath stated that it would be unfair to make it more difficult for him to get the benefit of the Quinn Bill, therefore the Deputy Chief should have the opportunity to reopen the contract.

Mr. Dunford agreed that the goal of the Board is to create a more simplified process for compensation, and that he would like to see a note or side letter in the contract memorializing the Board's agreement to reopen the contract at that time.

On a motion by Mr. Dunford, and seconded by Mr. McGrath, the Board voted to amend the contract of the Deputy Chief of Police to show their agreement to allow Deputy Chief McDonald to reopen the negotiation of his contract should he complete his Bachelor's Degree during the current 3 year contract. The vote was 4-0-0, with Mr. Dunford, Mrs. Fulcher, Mr. McGrath and Mrs. Christie all voting aye.

The Board met with Orleans Deputy Fire Chief Anthony Pike to discuss his contract with the Town of Orleans.

Mr. Kelly updated Deputy Pike and the Board on the changes to his contract. Mr. Kelly indicated that In exchange for rolling the longevity bonus into the base salary, the Board would be willing to change the Deputy's contract to allow him to cash in more paid holidays

On a motion by Mr. Dunford, and seconded by Mr. McGrath, the Board voted to roll the longevity bonus for the Deputy Fire Chief into the base salary for this contract and amend the contract to authorize the number of holidays that can be paid from 6 to 11. The vote was 4-0-0, with Mr. Dunford, Mrs. Fulcher, Mr. McGrath and Mrs. Christie all voting aye.

Mr. Kelly stated that the Board would like for Deputy to retain his paramedic certification.

Deputy Chief Pike, stated that now that there is a separate EMS coordinator there is less need for the Deputy Chief to hold this certification. As an administrator, the Deputy Chief does not practice these skills, however he does understand that it is important for the Deputy Chief to maintain the certification.

Mr. Kelly discussed the issue of a cost of living salary increase, and as in the past, the Board would like to apply the cost of living increase equally with the union and non-union personnel. The Deputy Chief's clothing allowance reflected an increase from \$600 to \$800, also in the event that the Deputy Chief were to perform the duties of the Chief for more than a 30 day period, he would be paid the difference in salary.

On a motion by Mr. McGrath, and seconded by Mr. Dunford, the Board voted to ratify, execute and sign the agreements of the Deputy Police Chief, Police Lieutenant and Deputy Fire Chief as amended. The vote was 4-0-0, with Mr. Dunford, Mrs. Fulcher, Mr. McGrath and Mrs. Christie all voting aye.

On a motion by Mr. McGrath, and seconded by Mr. Dunford, the Board voted to return to open session. The vote was 4-0-0, with Mr. Dunford, Mr. McGrath, Mrs. Christie and Mrs. Fulcher all voting aye.

On a motion by Mrs. Christie, and seconded by Mr. McGrath, the Board voted to reaffirm their decision in executive session to ratify, execute and sign the agreements of the Deputy Police Chief, Police Lieutenant and Deputy Fire Chief as amended. The vote was 4-0-0.

On a motion by Mrs. Christie, and seconded by Mr. Dunford, the Board voted to adjourn. The vote was 4-0-0.

The meeting adjourned at 5:34 pm.

Respectfully submitted,

Kristen Holbrook



Jon R. Fuller, Clerk

Released on: 7/8/12



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