

BOARD OF SELECTMEN
EXECUTIVE SESSION MEETING MINUTES

ORLEANS TOWN CLERK
J. Kelly, Asst
15 JUL 17 11:07AM

AUGUST 7, 2012

Approved on September 19, 2012

An executive session meeting of the Orleans Board of Selectmen was held on Tuesday, August 7, 2012 in the Nauset Room of the Town Hall for the purpose of investigation charges of criminal misconduct and to conduct strategy with respect to collective bargaining. Present were Chairman Jon R. Fuller, Vice-Chairman David M. Dunford, Selectman Sims McGrath Jr., Selectman John Hodgson III, Town Administrator John Kelly, Assistant Town Administrator Myra Suchenicz, Town of Orleans Labor Counsel Paul Hodnett and Recording Secretary Kristen Holbrook.

Call to Order:

Chairman Fuller called the meeting to order at 9:03 AM.

Executive Session:

On a motion by Mr. McGrath, and seconded by Mr. Hodgson, the Board voted, by way of roll call, to enter into executive session for the purpose of investigation charges of criminal misconduct and to conduct strategy with respect to collective bargaining, and have the Chair declare that an open meeting may have a detrimental effect on the negotiating position of the body, returning to open session solely for the purpose of adjournment. The vote was 4-0-0, with Mr. Dunford, Mr. McGrath, Mr. Hodgson and Mr. Fuller all voting aye.

Chairman Fuller declare that an open meeting may have a detrimental effect on the negotiating position of the body.

Mr. Kelly updated the Board on the investigation into criminal misconduct involving a former Town of Orleans Employee. Mr. Kelly informed the Board that the District Attorney has transferred the case to the Attorney General's office. The investigator for the Attorney General's office informed Mr. Kelly that there will be no resolution before this fall.

Mr. Kelly updated the Board with information for ongoing mediation with the Fire Union. Mr. Kelly informed the Board that a final mediation hearing will be in September, and may be followed by a 3A Hearing for a determination settlement.

Town of Orleans Labor Counsel, Paul Hodnett, outlined the process for a 3A Hearing and binding arbitration. He suggested that the Board submit a list of issues to be presented at the 3A hearing.

On a motion by Mr. McGrath, and seconded by Mr. Dunford the Board voted, by way of roll call, to submit the following 5 items for final mediation and 3A hearing: Town of Orleans Proposals #6 to modify the calculations of the overtime for Federal Labor Standards Act, proposal #7 to modify Holiday Pay structure, proposal #8 to implement guidelines and limits for summer vacations, #13 to implement a new pay plan with 13 steps effective for new hires after 7/1/10, and town proposal #15 for changes to longevity bonus structures. The vote was 4-0-0, with Mr. Dunford, Mr. McGrath, Mr. Hodgson and Mr. Fuller all voting aye.

In regards to duration, the Board discussed requesting a five-year contract.

On a motion by Mr. Dunford, and seconded by Mr. McGrath, the Board voted, by way of roll call, to request a 5 year contract duration. The vote was 4-0-0, with Mr. Dunford, Mr. McGrath, Mr. Hodgson and Mr. Fuller all voting aye.

The Board discussed the cap for years four and five and decided to reaffirm the original offer for 0%, 2, and 2.

On a motion by Mr. Dunford, and seconded by Mr. McGrath, the Board voted, by way of roll call, to authorize a wage proposal offer of 0% increase in the first year, and no more than 2% per year for the duration of the contract. The vote was 4-0-0, with Mr. Dunford, Mr. McGrath, Mr. Hodgson and Mr. Fuller all voting aye.

Mr. Kelly updated the Board with the ongoing negotiation for the labor groups. Mr. McGrath noted that there has been some discussion regarding negotiating a managements rights clause in exchange for a day off given on the day after Thanksgiving.

On a motion by Mr. McGrath, and seconded by Mr. Hodgson, the Board voted, by way of roll call, to return to open session solely for the purpose of adjournment. The vote was 4-0-0, with Mr. Dunford, Mr. McGrath, Mr. Hodgson and Mr. Fuller all voting aye.

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

Respectfully submitted,

Kristen Holbrook

Released on: June 17, 2015



Clerk, Board of Selectmen