



hours but he wouldn't negotiate that with them now. They have more than twenty-five (25) years of serving this town and believes it will be an unfair move. O'Keefe added he doesn't recommend any changes in this area, but, in general, he doesn't like this open ended sick buy back. Kreidler replied with new employees, it's not allowed, but he didn't want to create any ill-will with these longstanding employees. O'Keefe moved to affirm; Barrows seconded. By roll call vote of all aye, the motion carried unanimously.

The next agreement discussed was AFSCME Local 1717 Town Hall. Kreidler read and explained the bullet items provided in his report summarizing the changes to the agreement. O'Keefe mentioned the word "to" needs to be changed to "from" at the top of the agreement under Article VIII, Section 1. The sentence should read "Changing wording *from* five (5) days to ten (10) days. Discussion was had on the tentative agreement changes with time spent on the bereavement leave and the new pay grid which hadn't been updated for seven years and included two new step increases with a 2 3/4% increase with each new step.

Barrows moved to affirm the agreement; O'Keefe seconded. By roll call vote of all aye, the motion carried unanimously.

Next Kreidler spoke of how good the negotiations were working with the International Association of Fire Fighters (IAFF) Local 1751 union. He explained the agreement changes included in the packet and the bullet items in his report. After some discussion with time spent on explaining the "Holyoke Decision," O'Keefe moved to affirm the agreement; Barrows seconded. By roll call vote of all aye, the motion carried unanimously.

The last tentative agreement was with the International Brotherhood of Police Officers (IBPO) Local 538. Kreidler explained the tentative agreement including the bullet items in his Town Manager's report. He spent some time on the education incentive and the Quinn bill and the new salary grid hoping to address the substantially lower than average pay rates they currently receive. It will give about 80% of people in this building an equity increase. Barrows stated this is good for us but asked how will we pay for it? Kreidler replied this is a rare instance for him; he didn't know; but he would have to. His inaction would cost him a lot. O'Keefe commented how valuable it is to have a long term Officer on board with the Town. Barrows stated we can't afford to do it, but we can't afford not to. After some discussion, O'Keefe moved to affirm the agreement; Barrows seconded. By roll call vote of all aye, the motion carried unanimously.

Barrows moved to adjourn from Executive Session into Open Session for the sole purpose of adjournment; Zbikowski seconded. By roll call vote of all aye, the motion carried.

Barrows moved to adjourn; Zbikowski seconded. By roll call vote of all aye, the meeting adjourned at 11:34 p.m.

Respectfully submitted,

Linda Daigle  
Executive Assistant