APPROVED: February 28, 2011

RELEASED: March 14, 2011

## TOWN OF WINCHENDON BOARD OF SELECTMEN EXECUTIVE SESSION MINUTES MONDAY, FEBRUARY 14, 2011 4<sup>TH</sup> Floor Robinson-Broadhurst Conference Room

Present: Elizabeth R. Hunt, Vice-Chairwoman

Robert L. Zbikowski Keith R. Barrows Robert O'Keefe James M. Kreidler, Jr., Town Manager Linda Daigle, Executive Assistant

Absent: C. Jackson Blair, Chairman

## List of Documents Presented at Meeting:

• Town Manager's Report – Executive Session Summary pages

- Employment Agreement Town of Winchendon and Lois Abare, Town Clerk
- Employment Agreement Town of Winchendon and Linda Bevan, Town Clerk
- AFSCME Council 93 Local 1717 and Town of Winchendon Administrative and Clerical Tentative Agreement including suggested new pay grid
- Town of Winchendon and International Association of Firefighters Local 1751 Agreement
- Town of Winchendon and International Brotherhood of Police Officers Local 538 Tentative Agreement

Vice-Chairwoman Hunt, acting as the Chair this evening, called the meeting to order at 10:11 p.m. Kreidler presented to the Board the Executive Session summary sheets of his Town Manager's report regarding the above listed non-union and union agreements. He stated in accordance with Section 4-2 of the Winchendon Home Rule Charter, he has negotiated these contracts and is looking for the Board's affirmation. If they are not satisfied, he will go back to the table.

Kreidler stated Lois and Linda's contracts are similar to other managers except for the vehicles which are not needed for their positions. This is a standard non-union contract which they have had in draft form. They have just never been finalized. They were originally in the union but have been negotiated out. Questions arose about vacation hours. Kreidler explained a day is ten hours for department heads. A vacation day is ten hours. These employees, being the longest standing employees of Town Hall, are capped now at twenty-five (25) days. O'Keefe asked why the contracts are backdated to July 1, 2010. Kreidler explained just for consistency; they are already getting these benefits. O'Keefe pointed out on page three under vacation, the word "twenty" should be changed to "twenty-five." He also requested the days be converted to hours. Also on page 2 under "Compensation" the word "bi-weekly" needs to replace the word weekly. The last page, under "Termination" the word "Ther" needs to be corrected to "The." Zbikowski asked how much sick time they carry and could it be capped. Kreidler said they have a lot of

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