



Board of Selectmen
Executive Session
July 12, 2016

The meeting of the Board of Selectmen was called to order at approx. 6:00 p.m. by Chairman Jim Quirk. Tracy Post, Norm Holcomb, and Mike Stone were present. Also in attendance: Interim Town Administrator Peter Johnson-Staub, Finance Director Ed Senteio, Town Accountant Rich Bienvenue, and Labor Counsel Kevin Bresnahan.

Chairman Quirk stated the purpose of moving into executive session is to discuss collective bargaining strategy with respect to police and fire unions. The members voted 4-0 by roll call vote to move into executive session.

Roll call: (Holcomb, Post, Stone and Quirk – aye).

Attorney Bresnahan gave an overview of the JLMC process. If the parties fail to reach agreement at the mediation stage, there is a so-called 3A hearing and then the parties have 30 days to file briefs. The arbitrator's decision is supposed to be filed within 45 days after that. Asked what the legal fees might be for a typical arbitration, Mr. Bresnahan estimated in might be \$10,000 - \$15,000.

Mr. Bresnahan went on to describe what the arbitration decisions are based upon. Although there is no way to predict how any individual case might be decided by an arbitrator, the most important factor seems to be settlements with other unions with the Town, followed by comparisons with other communities and the Town's ability to pay.

Mr. Bresnahan and Mr. Johnson-Staub noted that it is unlikely an arbitration award for either Police or Fire would fall within the parameters set by the Board for this round of bargaining: 2% COLAs for FY2017 and FY2018 plus 0.5% for other items.

Ms. Post noted that a number of recent hires in the Fire Department have left to work for other fire departments that offer better pay and benefits. Mr. Holcomb suggested the Town pursue privatization of ambulance service. Mr. Bresnahan described the impact bargaining process that would be required to privatize ambulance service.

The consensus of the Board was to offer the Firefighters Union a 2% COLA for FY2019 before offering any other concessions.

Adjourn

MOTION: I move that the Board of Selectmen adjourn the Executive Session at 7:05 p.m. and return to Open Session.

Motion by: Tracy Post

Seconded by: Norm Holcomb

Aye Nay

Roll call: (Holcomb, Post, Stone and Quirk – aye)

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Respectfully submitted,

Peter Johnson-Staub