

**Selectboard Executive Session**  
**REMOTE Via ZOOM**  
**Monday, OCTOBER 21, 2024**  
**7:40 PM**

**RE:** Executive session in accordance with G.L. c.30A, §21(a)(3) to discuss strategy with respect to collective bargaining relating to the 2024 Pay and Classification Study, if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares.

**Present:** Selectboard: Richard Kuklewicz, Christopher Boutwell and Matt Lord, Town Administrator Walter Ramsey, Assistant Town Administrator Chris Nolan-Zeller, Executive Assistant, Wendy Bogusz

**Documents:**

- Spread sheet showing current grade positions, the consultants recommended grade proposal and Ramsey's recommended grade proposals
- Cost Scenarios FY26-FY29 dated 9/10/24

Kuklewicz opens the meeting at 7:40 PM.

Walter updated the Board since their last meeting on 9/23/24:

- There have been initial conversations with representatives from the Unions.
- Information presented to town department heads and to the NAGE folks. There is a meeting scheduled for 2 weeks with UE and NEPBA folks.

Ramsey gives an explanation of the attached Pdf that shows current grade positions, the consultants recommended grade proposal and Ramsey's recommended grade proposals. The current scale starts with J (highest) to A (lowest); the consultants list A (highest) at the top and down to I (lowest). Ramsey suggests dropping grade I and moving the DPW Custodian and Transfer Station Attendant up to H.

Ramsey's proposed implementation cost for the first year would be \$27,477 getting rid of step I and is \$3,430 over what the consultants proposal.

Lord points out this is less than 1% of last year's budget.

General discussion regarding Ramsey's proposed changes, adding a step at the end of the Police scale and dropping the first step

Kuklewicz feels it would be good to sit down with the 2 lead police reps without attorneys for a non-binding opening discussion to gauge their feel.

The board feels it might make sense to thread the wage study into the new contracts and the stretch goal would be to have all contracts ready to be signed by July 1<sup>st</sup>.

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Discussion regarding negotiation strategies and plans moving forward for the next round of negotiations with the unions.

*Boutwell makes the motion to adjourn the executive session at 8:14 PM. Seconded by Lord, approved unanimously. Boutwell – Aye, Kuklewicz – Aye, Lord - Aye*

*Boutwell makes the motion to adjourn the regular meeting at 8:14 PM. Seconded by Lord, approved unanimously. Boutwell – Aye, Kuklewicz – Aye, Lord – Aye*

Approved: \_\_\_\_\_



Richard J. Kuklewicz

Release to the Public:

☒ Yes

☐ Not Yet

7/9/25 Date

Date Released to the Public:

7/9/25

| Contract Item | DESCRIPTION        | POSITION           | RECOMMENDED TITLE | Notes |
|---------------|--------------------|--------------------|-------------------|-------|
| A             | Team Administrator | Team Administrator |                   |       |
| B             | Project Manager    | Project Manager    |                   |       |
| C             | Team Lead          | Team Lead          |                   |       |
| D             | Team Lead          | Team Lead          |                   |       |
| E             | Team Lead          | Team Lead          |                   |       |
| F             | Team Lead          | Team Lead          |                   |       |
| G             | Team Lead          | Team Lead          |                   |       |
| H             | Team Lead          | Team Lead          |                   |       |
| I             | Team Lead          | Team Lead          |                   |       |
| J             | Team Lead          | Team Lead          |                   |       |
| K             | Team Lead          | Team Lead          |                   |       |
| L             | Team Lead          | Team Lead          |                   |       |
| M             | Team Lead          | Team Lead          |                   |       |
| N             | Team Lead          | Team Lead          |                   |       |
| O             | Team Lead          | Team Lead          |                   |       |
| P             | Team Lead          | Team Lead          |                   |       |
| Q             | Team Lead          | Team Lead          |                   |       |
| R             | Team Lead          | Team Lead          |                   |       |
| S             | Team Lead          | Team Lead          |                   |       |
| T             | Team Lead          | Team Lead          |                   |       |
| U             | Team Lead          | Team Lead          |                   |       |
| V             | Team Lead          | Team Lead          |                   |       |
| W             | Team Lead          | Team Lead          |                   |       |
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