

**September 25, 2017**  
**Selectboard Executive Session**  
**Town Hall, 1 Avenue A, Turners Falls**  
**8:15 PM**

**Present:** Richard Kuklewicz, Michael Nelson, Chris Boutwell, selectmen; Steven Ellis, Town Administrator; Chip Dodge, Chief of Police.

**Executive Session under G.L. c30A, Section 21 (a)(3) to discuss collective bargaining strategy with respect to NEPBA**

- Ellis updated board with outcome of the most recent negotiating session with the New England Police Benevolent Association, (NEPBA) for both the Sergeants and Police & Detectives units. H
  - They continue to make demands for cost of living adjustments that would be greater than what agreed upon with other unions. Fundamentally, the positions are only a small distance apart, but it is a sticking point. They are not moved by similar incentives that are not part of their salary base figure.
- Chief Dodge described their request to take other proposed incentives and roll them into base pay.
  - With regard to a potential change in uniform stipend, moving such a thing in to base pay may result in less investment in keeping uniforms appropriately professional.
  - Noted limited interest in settling if result doesn't increase pay beyond current offer.
- Ellis outlined impacts of their requests for higher COLAs or additional steps. The short term costs are negligible but longer term costs would be more substantial. These approaches are also out of step with what other unions agreed to and counsel offered caution relative to meeting these requests for that reason.
- Discussion of whether a change in longevity pay policy for the department would be a viable means to offering an equal financial incentive without adding to base pay. Only one officer currently receives such a payment as longevity was bargained out for most staff years ago. Mr. Kuklewicz described a possible structure for such benefits that would not leave that one officer out of the benefit this would afford, with a number of possible naming conventions discussed, including "Long-term employee," "committed employee," and "commitment promise." The board expressed interest in such a concept.

*Nelson makes a motion to leave Executive Session. Boutwell seconded, unanimously approved. Nelson - Aye, Boutwell - Aye, Kuklewicz - Aye*

*Nelson makes a motion to adjourn the regular meeting. Boutwell seconded, unanimously approved. Nelson - Aye, Boutwell - Aye, Kuklewicz - Aye*

Approved:

  X   Boutwell                        X   Kuklewicz                        X   Nelson

Release to the Public:

  X   Yes                      \_\_\_\_\_ Not Yet                        3/11/19   Date

Date Released to the Public:   3/12/19