

SELECTMEN'S MEETING  
EXECUTIVE SESSION MINUTES  
September 18, 2012

Members Present: James DeVellis, Chairman  
Mark Sullivan, Vice Chairman  
Lorraine Brue, Clerk  
Lynda Walsh  
Ginny Coppola

Others Present: Town Manager Kevin Paicos  
Finance Director Randy Scollins  
Police Chief Ed O'Leary

A motion to enter into Executive Session to discuss Union negotiations was approved by role call vote, L. Walsh – yes, G. Coppola – yes, L. Brue – yes. M. Sullivan – yes, J. DeVellis – yes at 9:50 p.m.

A plan has been developed to show the cost of providing the police with increased wages to get them up to the 65% of comparable communities.

The gap between the 65% and current wages is approximately \$7,000. The gap could be closed in two years with a 2% COLA and \$3,500 wage increase for fiscal years starting on July 1, 2013 and July 1, 2014. This will bring the police up to the 65% in 2014, at which time it could then be reassessed.

The town needs an offset to these costs through reductions in health benefits, a reduction in vacation days and the elimination of the three health day benefits. This would give back half of what they are getting.

A comparison is also being prepared for the fire department; so far it shows only four captains with below average pay.

Mr. Sullivan has been attending the negotiations on behalf of the BOS.

Existing officers also get the benefit of the Quinn Bill. New and officers that don't qualify do not receive this benefit.

The next meeting with the Police Union is on September 25, 2012.

The detail rate may need to be changed from a percentage of salaries as it may push the rate up too high.

Mr. Scollins voiced his support for this plan.

It should be noted though that the police have greater hazards then they did four or five years ago with the advent of Patriot's Place.

Most of the costs of this increase will be offset by the reductions noted.

The meeting was adjourned at 10:20 p.m. by role call vote, L. Walsh – yes, G. Coppola – yes, L. Brue – yes. M. Sullivan – yes, J. DeVellis - yes.

Respectfully Submitted,

Diana Gray