

CONFIDENTIAL

**September 10, 2012
p.m., Room 204**

Executive Session

Present: Ms. Pam Harting-Barrat, Ms. Janet Adachi, Mr. Michael Gowing, Mr. John Sonner, Mr. David Clough, Town Manager Steve Ledoux and Lili Early, Minute Taker. The meeting was not televised.

Strategy Regarding Collective Bargaining, AFSME and the Police Patrol Association

Mr. Ledoux wanted to make the Board members aware of the following issues:

He reported to the Board that we now have a successive agreement for 1 year for FY12 and a 3 year contract for FY13, FY14 and FY15 with the Patrolmen.

The unions want to negotiate that the Patrolmen will get their retroactive refund, and that all unionized personnel will be on the same cycle. When an agreement has been reached, the unions suggested holding a special Town meeting.

Mr. Ledoux instead suggested discussing the contract at the regular Town meeting.

In 2007-2008 a Parity Study was issued. Cemetery personnel are not part of the union and receive their salary raise through the Town's step increase system. In addition, our Highway personnel receive a 4-step salary increase and a 1% increase on their 10th year of service and 2% on their 20th year. AFSME has not kept up and is concerned about comparable salaries for all their people, compared to cemetery employees.

Mr. Gowing mentioned that the Patrol Officers union were not happy with the results of the deal that was arbitrated. The Quinn bill does no longer provide an incentive education pay and the health insurance has a 50/50 split for their Master Health Plus and PPO plans. He was asking Mr. Ledoux if it would position the Town Manager better going forward at the annual Town meeting.

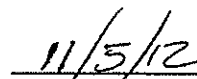
Ms. Harting-Barrat asked for a voice vote to adjourn the Executive Session. The motion was made by Mr. Gowing and seconded by Mr. Sonner. Roll call by the Clerk, all Ayes.



Lili Early, Minute Taker



Michael Gowing, Clerk



Date