

**BOARD OF SELECTMEN
MINUTES
OCTOBER 5, 2011**

EXECUTIVE SESSION

Mr. O'Connell called the meeting to order at 9:02 am in the Selectmen's office. Other members present: Rudy Heller and Stephen J. Comtois II.

Camera Operator: None
Press: None
Public: Police Chief Michael Blanchard

Agenda:

Executive Session:

Immediately after calling the meeting to order, Chairman O'Connell entertained a motion to enter Executive Session citing and reading aloud Exemption #3 (shown below) and, following Executive Session, to return to Open Session; Mr. Heller so moved; Mr. Comtois seconded; so voted with Mr. Comtois voting aye; Mr. Heller voting aye; and Mr. O'Connell voting aye.

Exception Three - "To discuss strategy relating to collective bargaining or to litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the governmental body, to conduct strategy sessions in preparation for negotiations with nonunion personnel, to conduct collective bargaining sessions or contract negotiations with nonunion personnel."

The Board reviewed a memorandum from Mr. O'Connell summarizing the ongoing police union negotiations and issues to resolve. They then reviewed and discussed these subjects. Below are some of the comments where votes were needed. Other articles discussed were already settled or the Board had no change from their previous position:

Article 10.5 (proposed by police as 11.1) Swapping Shifts

After discussion, Mr. Heller moved that the Board authorize Mr. O'Connell to support an officer "paying back" another officer with a shift swap within 60 day of the initial swap; Mr. Comtois seconded; so voted with Mr. Comtois voting aye; Mr. Heller voting aye; and Mr. O'Connell voting aye.

Article 18 Uniform Allowance

Following discussion, Mr. Heller moved that the Board authorize Mr. O'Connell to negotiate \$400 annual uniform allowance for a full-time officer "with the Chief's approval and billed to the Town"; Mr. Comtois seconded; so voted with Mr. Comtois voting aye; Mr. Heller voting aye; and Mr. O'Connell voting aye.

Article 21.5: Method of Accruing Benefits

The police propose that their benefits be calculated according to the date the employee is hired, the Selectmen did not change their opinion that these be calculated on the fiscal year basis as with all other employees and per town by-law.

New Article 21.6 or alternatively to be added to 21.3: Compensation and Shift Differential

Several options were offered but Mr. Heller moved that the Town offer no shift differential but offer pay raises at 2% the first year 1.5% the second year and 1.5% the third year; Mr. Comtois seconded; so voted with Mr. Comtois voting aye; Mr. Heller voting aye; and Mr. O'Connell voting aye.

Article 22.4: Training

Mr. Comtois moved that "upon attainment of a certification in a specified area defined by the Chief, the officer will receive a \$500 stipend if the officer maintains the certification or completes required refresher courses, said stipends not to exceed \$2,000 per officer per year"; Mr. Heller seconded; so voted with Mr. Comtois voting aye; Mr. Heller voting aye; and Mr. O'Connell voting aye.

Article 25.1: Physical Fitness and Alcohol & Drug Testing

Mr. O'Connell said that the proposed changes by the police and Selectmen "may cancel each other out". All agreed that the reason for the physical fitness should not be to acquire stipends but job performance.

Article 27.10: Detail Rates for Town of Brookfield Details

It was agreed to reject the police proposal to have the detail rates the same for the Town's projects as for outside agencies and keep the current contract language of time-and-a-half for town details. Chief Blanchard suggested that having two different detail rates may not be legal; Mr. O'Connell will investigate this.

New Union Proposal for a "shift bid for full-time officers":

No language has been provided so the proposed change could not be discussed.

At 10:55 am, Mr. O'Connell entertained a motion to adjourn Executive Session and return to Open Session; Mr. Heller so moved; Mr. Comtois seconded; so voted with Mr. Comtois voting aye; Mr. Heller voting aye; and Mr. O'Connell voting aye.

Respectfully submitted,

Donna L. Neylon, Administrative Assistant

Approved: _____
Released: December 11, 2012