



Town of Adams Massachusetts 01220-2087

BOARD OF SELECTMEN

TOWN HALL BUILDING
8 PARK STREET

Wednesday, August 02, 2023, 6:00 p.m.

**TOWN HALL, 8 PARK STREET, ADAMS, MA 01220
1st Floor, Board of Selectmen Meeting Room**

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CALL TO ORDER: On the above date, the Board of Selectmen held a meeting at 6:00 PM at the Adams Town Hall. Chair Christine Hoyt opened the meeting. Present: Chairman Christine Hoyt, Vice-chairman Howard Rosenberg, and Members John Duval, and Joe Nowak. *Member Rick Blanchard and Attorney Edmund St. John III were absent.* Also present were Jay Green, Town Administrator; Bri Hantman, Recording Secretary; Haley Meczywor, Town Clerk; Bruce Shepley of the Cemetery Commission; K. Scott Kelley, Chief of Police; Gail Sellers, and residents of the Town of Adams.

EXECUTIVE SESSION: *For reason #3 to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares.*

Review the Massachusetts Coalition of Police, IUPA, AFLCIO, Local 367 (MASSCOPS Local 367) Contract

There was a unanimous yes vote from the police union. The financial aspects of the contract were agreed upon before the Town's budgeting process was approved. As such, there are no changes in this contract that will impact the budget.

On the topic of Body-worn cameras, the officers of the Adams Police department will not be seeking additional stipends for having the body-worn cameras. This pay rate has already been calculated into the pay rate increase in this contract.

This position of corporal, which was created back in the fall, is now being rewarded with some additional funds and a vehicle for them to drive. In the past, there was not addition funding awarded to detectives beyond a shift differential.

Vice-chair Rosenberg asked if the body-worn cameras would be compatible with the District Attorney's evidence collection software. Chief Kelley stated that the Adams Police Department is going with the best of the best as far as body-worn technology goes, Axon. Axon is on the Massachusetts State Bid List as well.

Chief Kelley stated that there is great software available for officers. When in-car cameras were first introduced, it was an adjustment process. The collective bargaining agreement needed updated language that allows for the Town Administrator and Chief of Police to be creative ideas like establishing a bike control command station. That is just an example of an idea being thrown around.

Regarding the issue of automated payroll, this will allow for more review of vacation days and time off requests, which will ultimately allow for a reduction in overtime requests. No more than 4 people off on any given day for vacation time.

One of the biggest changes is the proposed movement to a 12-hour shift. Chief Kelley will meet with members of the police union in order to work out the particular details on how that will work. It will first be adopted as a

pilot program. This change will not be easy and will take lots of time and work. This change will allow us to maximize our time and manpower. The language in the contract says that this program should start in May, but there is no time period for this.

There is language in the contract that will allow for "prep and recovery time". Right now, each officer works an 8 hour and 34-minute shift. Those 34 minutes have been used for prep and recovery time in the past, but this language just solidifies that.

Chairman Hoyt expressed her thanks for Chief Kelley and Jay as they navigated this process. Chief Kelley stated that not only are there financial benefits to adopting a 12-hour shift, but there are also benefits to the physical health, mental health, and overall happiness of the officers. This will allow officers more time to be with their families and loved ones, which is important. With the current shift schedule, officers have a weekend off every 6 weeks. This causes officers to use personal time, vacation time, and sick time in order to accommodate weekend plans. When officers take that time off, the department must backfill the position which drives up overtime expenses.

Member Nowak asked why there were five union members absent from the vote. There were a variety of factors including planned vacations and sleep schedules due to work schedules.

In the old contract, it stated that there should be no less than 2 officers on duty. The Town has never had less than three on at a time, but the language was increased to "no less than 3 officers" to ensure that that practice continues. The 12-hour shift will actually make it so that there are 4 officers on at any time. If the shift is quiet, an officer may be released, but there will still be three on. If and when the Sergeant's desk is removed, an officer will still be present in the station if there is an individual being detained.

Article 4 regards compensation. In year 2, the longevity payment for officers is removed. Instead, as you increase your years of service, the jump between the wage increases becomes greater. It ultimately translates to a greater earning potential.

The pay increase is roughly 7%. *Member Nowak* expressed concern over the budgetary impact of that number. The town eliminated as many expenses as possible in year one, and then focused on the base wage increases and stipend increases in year two and more. The total increase over three years will be just over \$200,000. The reason for the 2.5% base-wage increase in year 3 will hopefully allow the Town of Adams to remain competitive with surrounding communities. Shift differentials have increased slightly, but that will go away if the Town of Adams moves to a 12-hour shift.

There was language regarding desk duty and civil service that were removed.

Member Nowak asked about the information that was compiled from multiple departments regarding pay. *Chairman Hoyt* stated that all of that information was presented in the budget meeting back in April. Town Administrator Green happened to have a copy of the research with him, so he was able to offer it to *Member Nowak*.

Chief Kelley and Town Administrator Green stated that the Town of Adams and its police department have worked hard to create a culture that is appealing. There are less and less individuals who are looking to get into police work. The Town of Adams is not the highest paying municipality and it is not the lowest paying municipality. It is important to be appealing in order to retain good staff members while also staying well within the confines of Proposition 2 1/2.

The Juneteenth holiday was added. There were no changes to the vacation leave policy. The health and life insurance benefit policies were not changed, there were just some "housekeeping" changes.

Regarding disability services, the employee must interview with a disability investigator. The officer will have the opportunity to have representative from the union present if they desire.

Town Administrator Green stated that there were some increases given to educational incentives. It is one thing to understand how to do Police work. It is another thing to understand the underlying reasons that crimes occur.

Regarding special detail police work, we now have the ability to have the chief make the decision of when a detail is necessary. If a special police officer declines working for the town periodically, but they accept details at a higher rate of pay in another community, they become ineligible for that rate of pay.

The definition of "grievant" was defined clearly in the contract in regards to Union Grievances being filed. A clear process was outlined for arbitration. Arbitration has never been needed, but we have the language now in the event that it is needed.

Regarding Compensation for Performing Special Assignments, there have been additional funds allocated for K9 Handler, Special Response Team Officer, and Social Media Officer. These positions require time and expertise that warrant additional pay. An officer can hold a maximum of two special assignments and they must be approved by Chief Kelley.

The goal with implementing automated payroll is to reduce the numbers of errors that are made in payroll inputs while increasing the level of accountability.

Vice-chair Rosenberg offered his support of the move to an automated payroll system.

Member Nowak again expressed concerns over the dollar amount that relates to the 7% base-wage increase. *Chairman Hoyt* stated that this number was already included in the budget discussions earlier this year and voted in by Town Meeting.

Chairman Hoyt stated that a municipality can budget for retention. A municipality or a police department cannot budget for vacancies, training, and recruitment.

Member Nowak made a motion to come out of executive session. The motion was seconded by *Member Duval*.
Roll call Vote ***Roll Call Vote: Member Rosenberg yes, Vice-chair Hoyt yes, Chairman Duval yes, Member Blanchard yes, Member Nowak yes***

The board moved out of executive session at 8:06 pm.

Respectfully submitted,
Bri Hantman, Recording Secretary

A handwritten signature in blue ink that reads "Christine D. Hoyt". The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

Chairman, Board of Selectmen