



Town of Adams Massachusetts 01220-2087

BOARD OF SELECTMEN

TOWN HALL BUILDING
8 PARK STREET

Wednesday, March 1st, 2023, 7:00 p.m.

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

RECEIVED-POSTED
3 DEC 13 PM 4:00
TOWN CLERK
ADAMS MASS.

EXECUTIVE SESSION: *Called for reason number 3 under M.G.L Chapter 30A: "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"*

Member Blanchard made a motion to move into executive session for the above stated reason. The motion was seconded by Member Rosenberg. **Roll Call Vote: Member Rosenberg yes, Vice-chair Hoyt yes, Member Blanchard yes, Member Nowak yes.** The motion to move into executive session passed unanimously at 7:38pm.

The only business that will be taken up after Executive Session is Adjournment.

Vice-chair Hoyt called for a 5-minute recess.

The Board of Selectmen moved into Executive Session at 7:43 pm.

Review the Clerical Union Agreement for FY24-26

The negotiations with the Clerical Union have been completed. A copy of the union contract was provided. Any language that will be removed is struck through. Any language that is being added is italicized.

Member Rosenberg asked if the change of language regarding the Assistant Town Accountant and Assistant Treasurer would allow for greater productivity.

Town Administrator Green stated that large section of the language around the Animal Control Officer position are to enhance productivity and have the ACO present during high traffic times. Clarifying language was added to Two-Hour Call-In Pay. Working schedule hours had to be defined so that the language and practices are consistent across union employees.

Regarding wage adjustments, instead of doing a 2.5% COLA or wage adjustment, a base wage adjustment will increase the earning potential across the board. There will actually be a budgetary decrease from last years, but part of this is due in part to some staff turnover.

Berkshire Health Group voted on a 1% increase this year.

Juneteenth was added as a Holiday. The language of Columbus Day was changed to Indigenous People's Day/ Columbus Day. An additional two days were added to the Union Contract. Accrue time at a rate of 1 day a month. More clarifying language was added regarding Termination and Sick Leave. Union and non-union employees have a cap on how much sick time they could accrue.

There have been no big changes with seniority or personal days. Again, just some slight clarifying language. Clarifying language was added for arbitration and grievances. The language around job postings was changes so that entry-level positions do not need to be posted internally for 2 weeks before being posted publicly.

Update on Police Union Negotiations for FY24-26

Bri Hantman, Administrative Assistant to the Town Administrator and Board of Selectmen prepared a spreadsheet comparing the wages of the various police departments. The first spreadsheet shows FY23 as it stands and then projections for FY24. The spreadsheet shows that the Town of Adams was relatively flat in its curve of earnings whereas other communities were increasing the percentage of pay increase around 5 years.

The attempt here was to make the base wages competitive while not breaking the bank. The financial impact is \$170,641 dollars in year one. The budget increase is roughly 400,000. We do not have a choice but to do this in order to retain competitive pay for officers.

Member Nowak stated that he is waiting for a reduction in overtime expense which he was led to believe would happen once the department is fully staffed.

There will need to be a bylaw change to remove the desk and allow for a dark station. There is also a shift to a 12-hour schedule that would allow for 4 officers to be on at a time, which would reduce overtime pay in the event that someone calls out (there is a minimum of 3 officers on at any time).

There will be a lot of language changes. There are legal requirements that will drive a lot of clarification. Detail rates are going to go up to \$56, \$58, and \$60 per hour.

Road Detail is paid by utility companies or whoever is requesting a detail for an event.

Regarding shift differentials, there is currently \$2.25 and \$2.75 an hour for shift differentials. It is not required by law to include shift differentials in vacation pay. Right now, third shift would only receive base wage for vacation pay. Crystal is working on running the numbers in including shift differential with vacation time. That is a place where the Town of Adams can make an easy offer.

Regarding stipends. In the original contract, certain stipends are offered for certain positions. All money changes that are being negotiated, with the exception of wages, will not be implemented until year 2.

The next session of negotiations is scheduled Friday Morning.

There are some more expenses coming down the road. The implementation of body-worn cameras is a change that is likely to come. The dash cameras will need to be replaced by FY25.

Member Nowak asked what the initial percentage increase ask was. The initial ask was 10%.

Member Blanchard made the motion to come out of executive session. Motion was seconded by Member Rosenberg. Roll Call Vote: Member Rosenberg yes, Vice-chair Hoyt yes, Member Blanchard yes, Member Nowak yes

The Board exited Executive Session at 9:07pm

Respectfully submitted,
Bri Hantman, Recording Secretary



Chairman, Board of Selectmen