



Town of Adams Massachusetts 01220-2087

BOARD OF SELECTMEN

**TOWN HALL BUILDING
8 PARK STREET**

Wednesday, January 18, 2023, 7:00 p.m.

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

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TOWN CLERK
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EXECUTIVE SESSION:

Called for reason number 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.

Briefing on both the Clerical Union and Police Union Contract Negotiations for FY24-26

The clerical agreement conversation centered mainly around days off and paid time off. The contract for the Animal Control officer changed a bit in order to give the chief more supervision.

The funding for the clothing budget went up about \$100. The main portion of the conversation centered around personal days. The contract negotiations are standard and it was a mutually beneficial conversation until we got to wages.

The union asked for a 3.5% increase across the board, all three years. The Town of Adams agreed to a 2.5% base-wage increase in year 1 and then a 2% COLA in years two and three. There is one meeting left and then we will get a memorandum and share it with the board. There will be an addition update after the next bargaining meeting.

With the Police Union Contract, Town Administrator Green stated that there is a large request for a wage increase. The Town of Adams was once one of the highest paid departments which allowed us to recruit and retain offices. We are now one of the lower paid communities. A lot of the other discussion is in regards to a 12-hour shift. The Town of Adams would be the first community in county to make this change. Change is hard, but we do have a chief that is able to do this. There was a discussion regarding abolishing the desk and putting an additional officer on the road. The discussion on wages is anticipated to be the most difficult part. One thing that we have sat and discussed is the creation of a new rank, Corporal. There are very strict guidelines on who is in the promotion pool and how someone would be promoted out of the pool.

Chief Kelley stated the position of Lieutenant was vacant and he still does not feel like that is an essential position, however creating an additional rank between patrolmen and sergeant would be beneficial. This change would allow patrolmen more room for advancement, which in-turn helps with retention. This would also lighten some of the workload on the Sergeants and put it on the Corporal. Then, with the desk eliminated the Sergeant would be back on the road and be able to do more work out in the community.

Chief Kelley created a job description for the position based off of the job description for similar departments. This allows the Town of Adams to recruit and retain more. The language in the job description is also permissive and would allow Chief Kelley to use the officer for their strengths, (i.e. outreach, IT skills, training skills).

Town Administrator Green stated that two individuals in the promotional pool who are both qualified to be a corporal and a Sergeant. The testing capability in the pool was good. We can come up the rank, we can open it and we can put a job description as well, but we cannot promote to it or pay for it would bargaining.

Chairman Duval clarified that the 12-hour shift would lower the overtime, which is a large line item in the budget. The dissolution of the desk would also cut down on cost because there would no longer be a Sergeant there. The 12-hour shift creates a bigger pool of eligible officers to pull from. Officers will have solid days off. Officers are taking vacation time in order to spend time with their families. The 12-hour shift would give staff every other weekend off which would cut down on vacation time usage. The bargaining would allow that the station would not drop below three officers but when an officer calls out or goes on vacation, they may decide not to call in a 4th.

Town Administrator Green Stated that there are minimum payouts for call-ins for emergencies. Other overtime has tight regulations on the time clock.

By contract each officer is allowed 36 hours for training. By necessity, that is going up to 40 hours in order to be in compliance with state regulations.

Member Rosenberg asked what the cost is to recruit a new member to the force. The numbers are complicated because of the cost of having that officer's salary, their benefits, the cost of the uniforms, academy, and then paying for overtime wages to fill the staffing gaps. The board asked to see the wages of the other towns. Town Administrator Green said that he can bring the comparable numbers.

In regards to the Corporal position, Town Administrator Green stated the new rank will give the officers more opportunity, and it is relatively cost-effective.

Vice-chair Hoyt stated that she often worries about the overall health of the officers and their mental health. The forced doubles really take a toll on the people. They need to be able to have work-life balance. Chief Kelley spoke personally about what it feels like to sacrifice time with your spouse and children.

Member Blanchard stated that going to a 12-hour shift would make more time off than a 4/2 schedule.

Member Nowak asked if eliminating the desk would mean that calls get routed through the sheriff's command center. Chief Kelley stated that this is true. *Member Nowak* stated that people locally like to be able to call someone in Adams because they feel like their issue would be resolved more quickly. It was clarified that the 743-1212 number would still get to the Administrative Assistant.

A motion was made by Vice-chair Hoyt to come out of executive session at 9:46pm. The Motion is seconded by Member Blanchard. A roll-call vote was called in order to come out of executive session. Member Rosenberg, yes; Vice-chair Hoyt, yes; Chairman Duval, yes; Member Blanchard, yes; Member Nowak, yes.

The Board exited Executive Session at 9:46pm.

Respectfully submitted,
Bri Hantman, Recording Secretary



Chairman, Board of Selectmen