

IN BOARD OF SUDBURY SELECTMEN
TUESDAY, May 17, 2011
EXECUTIVE SESSION (8:55 P.M – 10:00 P.M.)

Present: Chairman Lawrence W. O'Brien, Vice-Chairman Robert C. Haarde, Town Manager Maureen Valente, Assistant Town Manager Maryanne Bilodeau and Director of Planning and Community Development Jody Kablack

Absent: Selectman John C. Drobinski

Collective Bargaining – Firefighters' Union - Update

Present: Assistant Town Manager Maryanne Bilodeau

Town Manager Valente and Assistant Town Manager Bilodeau updated the Board on the negotiations with the Firefighters' Union regarding Advanced Life Support (ALS) services. Town Manager Valente distributed copies of the "ALS Negotiations Provisional Summary 5-17-11" for review and discussion purposes. She noted there is some time-sensitivity related to reaching agreement between the parties because two firefighters are planned to enter training in June. Ms. Valente stated revenue projections for the first year of the ALS program indicate the program might generate \$3,000-\$4,000 less than anticipated costs. However, in the second year, with the lack of start-up costs and only one anticipated trainee, the program is anticipated to generate more revenue than operational costs. Ms. Valente stated the Union has expressed an interest in receiving some of the excess revenue in the second year for EMT-B personnel. She reported another bargaining session will be held on May 19, 2011, and only a few items remain unresolved. Assistant Town Manager Bilodeau reported the negotiations have been amicable. Ms. Valente concurred, stating there is broad support for providing this service.

Ms. Bilodeau provided a brief summary of agreed upon and withdrawn negotiation items. Ms. Valente next reviewed with the Board a number of Union requests still under discussion, and the Board's recommendations for each follows below:

Request #1: To increase the EMT-B stipend by 4%.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate a stipend of \$250 to EMT-Bs, upon successful completion of class training and the Town of Sudbury actively providing ALS services. Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Request #2: To create a job classification so that the paramedic stipend of \$4,200 is built into the base pay structure.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate the \$4,200 paramedic stipend be treated as a separate and distinct item, outside of COLA, and to inform negotiating parties the Board is willing to consider the request further in future negotiations, but not at this time. Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Request #3: To select two personnel members in the first year for paramedic training and one personnel member each year thereafter.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate the selection of personnel for paramedic training each year be chosen at the discretion of the Fire Chief.

Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Request #3c: To receive an \$8,000 one-time Paramedic School educational incentive paid in installments (as yet to be determined) in lieu of weekly overtime, mileage, and travel expenses.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate a \$6,000 one-time Paramedic School educational incentive be paid in installments (as yet to be determined) in lieu of weekly overtime, mileage, and travel expenses, and to authorize the Town Manager and/or designee to negotiate up to no more than \$7,000, if that was the only item left where there were differences between the two parties.

Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Request #3d: To receive payment of the one-time Paramedic School educational incentive in three equal installments to be paid after completion of classroom training with a passing grade, completion of the clinical program with a passing grade, and upon achievement of OEMS Paramedic Certification.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate payment of the one-time Paramedic School educational incentive to be paid in three equal installments after completion of classroom training with a passing grade, completion of the clinical program with a passing grade, and upon achievement of OEMS Paramedic Certification.

Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Request 3e: Contingency plan for increases to reimbursement payments for all required costs.

Request #5: To increase the number of proposed eight hours in a fiscal year for all recertification and remedial training required.

The consensus was Town Manager Valente would delete these from the list of open/unresolved compensation items and inform appropriate parties the Town adjust such costs as appropriate, needed and documented for operational purposes.

Request #6: To create a new Special Position of Emergency Medical Services (E.M.S.) Coordinator, with a 6% increase in Base pay in addition to any EMT Stipend.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate payment of a \$2,000 stipend, with a job description to be developed by the Chief of the Department and ALS committee, preferably to be awarded to a paramedic.

Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Request #7: To create a new Special Position of Equipment/Supplies/Recertification Coordinator, with a 4% increase in Base pay in addition to any EMT Stipend.

It was on motion unanimously

VOTED: To authorize the Town Manager and/or designee to negotiate payment of a Logistical position \$1,200 stipend, with a job description to be developed by the Chief of the Department and ALS committee, preferably to be awarded to a paramedic.

Chairman Lawrence W. O'Brien, aye, and Vice-Chairman Robert C. Haarde, aye.

Land Negotiations – Fairbank Farm Agricultural Preservation Restriction – Update

Present: Director of Planning and Community Development Jody Kablack

The Board was previously in receipt of copies of a Draft Grant of Agricultural Preservation Restriction (APR) to the Town of Sudbury dated May 12, 2011 for review. In addition, Ms. Kablack distributed copies of an aerial photograph provided by Keystone Consulting Group of the subject property, which delineated the proposed building envelope as approximately 1.8 acres and locations of a new trail and the Wolbach trail connection. She reported the seller is motivated to finalize the agreement. Ms. Kablack stated she would anticipate the APR to be ready for the Board's signature at the May 31, 2011 meeting.

Ms. Kablack reported a few revisions have been suggested by the State, and those changes have either been, or are in the process of being, incorporated into the APR. The State suggested an Exhibit Plan be attached to the APR, which the Town Engineering Department is in the process of developing.

Vice-Chairman Haarde asked for clarification that only one house would be built on the designated building envelope. Ms. Kablack explained the construction of one house, on one lot, is a reserved right in the APR.

Ms. Kablack briefly highlighted conditions stated in Section C. Reserved Rights of the APR, particularly noting instances when notice and/or notice and approval have been required. It was also noted any plans to construct a permanent structure would require notice and Site Plan review.

Ms. Kablack stated the seller has informally agreed to help create a trail, although it is not currently stated in the APR. Ms. Kablack stated she would further research whether the APR should include language regarding building and maintaining a trail.

Ms. Kablack stated she has compared this APR to the Cutting and Nobscot restrictions, and finds they are similarly drafted, and it is particularly similar to the Cutting restriction.

The consensus of the Board was Ms. Kablack should proceed with finalization of details as described, and present the APR, with surveys attached, at the next meeting for a vote and possible signing by the Board.

There being no further business, the meeting adjourned at 10:00 p.m.

Attest: _____

Maureen G. Valente
Town Manager-Clerk