

IN BOARD OF SELECTMEN
WORK SESSION - FEBRUARY 27, 1980

Present: William J. Cossart, John E. Murray, Richard E. Thompson, Police Chief
Nicholas Lombardi, Sergeant Wesley Woodward, Patrolmen Peter Langmaid
and John Longo (Pres., Local 315, IBPO),

A work session convened at 4 p.m. on February 27, to continue discussion relative to the abolition of Civil Service in Sudbury for new Police hires under Article 11 in the Annual Town Meeting 1980 Warrant.

The Committee reviewed a draft Memorandum of Understanding drawn by the Executive Secretary, dated February 26, 1980, which had been previously forwarded to Committee members. Recommendations were made to revise the memorandum as follows:

- state that non-Civil Service system would apply to future hires only;
- state that transfers and reinstatements of men with prior Civil Service status would retain such status;
- provide for local preference in promotional hiring by requiring one year in rank in Sudbury as part of the three year total experience required to take a Sergeant's exam;
- require three years (of total five required) to be served in officer's rank before taking Chief's exam;
- require justification for selection, in both entry level and promotional testing, of other than top three candidates, as is required under Civil Service.

The subject of "protection" was further explored in discussion. Police personnel contended that, because the contract is negotiable, management would have more leverage to affect change and thus also affect the job protection the Selectmen claim is provided under the contract. The greater need for protection of Police personnel, as opposed to other Town employees, they feel, is unique, due to the very nature of the job; they feel that more protection can be provided under the Civil Service system which is less easy to change than a contract.

The Selectmen pointed out that labor rights which are not negotiable can be included in the Contract, if agreed upon, and perhaps the issue of protection can be covered as not subject to collective bargaining. Also, the American Arbitration Association provides grievance procedures which afford the same protection as the Civil Service system and are speedier in the process.

Consensus was reached that the "Procedural Guidelines for Hiring Non-Civil Service Police Personnel" section of the Memorandum was satisfactory with the above-mentioned changes.

Mr. Thompson agreed to obtain from Labor Counsel a written definition of "just cause" and forward it to Police Committee members along with material related to proposed Civil Service reform and a revision of the Memoranda, incorporating changes agreed upon in this meeting, so that they might present it to the Union and Association membership on Monday.

It was agreed to meet again at 4 p.m. on March 5.

Attest: _____
Richard E. Thompson
Executive Secretary-Clerk