

IN BOARD OF SELECTMEN
WORK SESSION - MARCH 5, 1980

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

The work session convened at 4 p.m. on March 5, began with the reading of a letter, dated March 5, 1980, from the Police Special Committee reporting on the IBPO meeting of March 3, during which a vote in opposition to Article 11 in the Warrant was taken. The letter, urging the Selectmen to withdraw Article 11 stated that "the Local feels that it has been granted too little time for a complete comprehensive alternative to be formulated before the upcoming Town Meeting" and that a "thorough analysis of the present system or any reforms of the system is virtually impossible in the allotted time."

IBPO President John Longo reported that the revised Memorandum of Understanding has been discussed point by point with approximately eighteen members who had attended the meeting.

While differences in opinion exist relative to when discussions of the proposed withdrawal of Sudbury from the Civil Service system began, after discussion it was agreed by all that study should proceed toward formulating an alternative to the Civil Service system whether or not action would be taken under Article 11.

Selectman Murray stated that he was satisfied by Labor Relations Counsel that what was being offered as an alternative was "equal to or better than" the present Civil Service system and that he must make any decision with regard to Article 11 on the basis of what was best for the Town and the fact remains that under Civil Service understaffing is a chronic problem.

Mr. Thompson suggested that the Selectmen may want to let Town Meeting decide the issue as the Town may feel that it is getting shortchanged under the present system and want to go ahead with withdrawal.

Selectman Cossart, in an effort to come to a workable arrangement to continue study of the issues and to seek direction from Police Committee members, asked what the members felt they were giving up. He stated that he was under the impression that progress had been made and that there was agreement already on guidelines for hiring. Also, in his opinion, the Selectmen had already answered many of the questions originally posed by the membership to the best of anyone's ability.

Police members replied that they couldn't state specifically what they would be giving up because the present Civil Service system is not thoroughly understood, nor have the reforms proposed been studied.

Mr. Thompson suggested that he could review and outline the present Civil Service legislation and rules and regulations for the Police personnel and the

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Selectmen could make Town Counsel/Assistant Town Counsel available to help with research and study of the system if the Police Committee members were willing to proceed in this manner.

A consensus to proceed was expressed and a meeting with Town Counsel was scheduled for 4 p.m. on March 10.

Attest: _____
Richard E. Thompson
Executive Secretary -Clerk