

IN BOARD OF SUDBURY SELECTMEN
EXECUTIVE SESSION
TUESDAY, JULY 10, 2018

Present: Vice-Chairman Daniel E. Carty, Selectman Patricia A. Brown, Selectman Leonard A. Simon, Selectman Janie Dretler, and Town Manager Melissa Murphy-Rodrigues.

Absent: Chairman Robert C. Haarde was recused from the meeting.

The statutory requirements as to notice having been complied with, the meeting was convened at 6:45 p.m. in the Lower Town Hall.

At 6:45 p.m., Vice-Chairman Carty opened in the meeting.

Executive Session

It was on motion unanimously

VOTED: Open in regular session, and immediately vote to enter into Executive Session to discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares (DPW Cell Tower), pursuant to General Laws chapter 30A, §21(a)(6); and also to conduct strategy sessions with respect to collective bargaining as an open meeting may have a detrimental effect on the bargaining position of the government body pursuant to General Laws chapter 30A, §21(a)(3).

Town Manager Rodrigues gave a brief narrative regarding Crown Castle (the lessee at the DPW Cell Tower) who recently asked the Town if they could change the existing transmitting pole in order to have increased carrier capability. The Crown Castle lease began in 1990 and the lease expires in 2032. Crown Castle is asking for an RFP in order to change the site accordingly, and that public safety equipment will be installed at the transmission tower. Town Manager Rodrigues stated that the pole is 150 feet and will remain at that height, but would still have to go before ZBA in order to go forward.

Selectman Simon asked where Crown Castle wants to move the pole. Town Manager Rodrigues answered that it was not so much moving the pole as it would be adding requested equipment, and it would look somewhat different with alterations. She stressed that the lease would probably be more valuable with the additional equipment.

Selectman Brown commented that the Town does not have to terminate the lease until the Town so decides to do something else.

Selectman Simon said he would like to see what the pole would look like from Route 20. The current pole is rather innocuous, but he was concerned about the appearance of the added antennae. Vice-Chairman Carty commented that some transmission poles are made to look like trees.

Town Manager Rodrigues pointed out that the transmission additions would allow for a public safety feature, and the lease could be terminated by either party at any time.

Selectman Dretler queried if there were any neighborhood issues involved. Town Manager Rodrigues replied in the negative based on her review of related minutes. Town Manager Rodrigues would ask for renderings so the Board could see what this proposal would look like.

Vice-Chairman Carty asked if the pole could be pushed further back on the property. Town Manager Rodrigues said she would check with Town officials who might have input on the proposal. She detailed that she met at the site with Town officials, and they indicated that this proposal was favored.

Chairman Simon asked if Crown Castle has been a good neighbor, and Town Manager Rodrigues said that they were.

Selectman Simon had no objection with going ahead with the RFP pending the site rendering.

It was on motion unanimously

VOTED: To approve changes to the DPW Cell Tower, subject to receipt of renderings of the proposed changes.

Town Manager Rodrigues reviewed the status of collective bargaining with DPW being settled yesterday, and stated that the vote would be ratified shortly, and that vote would be coming before the Board. She added that bargaining with the Patrolmen and Supervisory Unions were settled today. She stated that the Police Sergeant contract is a three-year contract with a two-year total wage increase of 3%. The new contract provided two personal days, and the Sergeant night shift rate-differential reflected a 50 cent increase. Town Manager Rodrigues detailed that the Police Sergeants can now use six of their sick days for family sick leave, with inclusion of maternity language, and increased clothing and cleaning allowances.

With respect to detail work, Town Manager Rodrigues informed the Board that pay rates used to be based on rate of the top patrolman. It is now it is easier to calculate as the municipal rate is \$50 and the non-municipal rate is \$53. She pointed out that notice requirements for detail coverage is one hour for non-union detail, and two hours for union detail. She added that detail has a four to eight hour minimum for detail work which saves the Town money.

Town Manager Rodrigues shared that the response time regarding grievances has increased to three days, which is preferable. She further stated that language included clarification of procedures, exempling an evaluation committee.

Town Manager Rodrigues emphasized improvement with the drug testing language especially in terms of liability, which may be administered to an individual involved in a workplace accident causing a fatality, injuries requiring a doctor or hospital visit, police citation or \$2,500 in property damage. Lastly, she mentioned that there is a re-opener in the contract.

Town Manager Rodrigues also addressed the Supervisory union highlighting the three-year agreement with the same language as the Sergeants contract regarding wages, sick leave, and a somewhat more comprehensive language with drug testing. She also highlighted that the day after Thanksgiving is a holiday, and additional language regarding personal days where the supervisor can earn one personal day that must be used during the year, if no sick days have been taken.

Vice-Chairman Carty inquired about the personal day calendar set-up, and wanted to know how many employees are covered in this union. Town Manager Rodrigues responded that there were 15, and this union covered patrolmen, sergeants, fire personnel, supervisors, 911 employees and DPW.

Vice-Chairman Carty stated that there was no arbitration yet, and negotiation started in January. He stated that this is not an easy process. Town Manager Rodrigues said that the vote needs to be ratified in open session. Selectman Brown mentioned that the Sergeants contract must be voted on before August.

It was on motion unanimously

VOTED: To approve Sudbury Memorandum of Understanding between Police Sergeant's Union – Union 370A, and authorize the Town Manager to sign the ratified contract.

It was on motion unanimously

VOTED: To approve Sudbury Memorandum of Understanding between Supervisory Union – Union 370A, and authorize the Town Manager to sign the ratified contract.

Motion was made to close Executive Session and resume open session.

It was on motion unanimously

VOTED: To close Executive Session and resume Open Session.

There being no further business, executive session closed at 7:25 p.m.