

SUDBURY SELECT BOARD

EXECUTIVE SESSION

TUESDAY, DECEMBER 21, 2021

VIRTUAL MEETING

Present: Chair Jennifer Roberts, Vice-Chair Charles Russo, Select Board Member William Schineller, Select Board Member Janie Dretler, Select Board Member Daniel Carty, Town Manager Henry Hayes, Recording Secretary Deb Takacs

At 6:20 p.m., Chair Roberts called the Executive Session to order.

Roll Call: Russo-present and alone, Dretler-present and alone, Schineller-present and alone, Carty-present and alone, Hayes-present and alone, Takacs-present and alone, Roberts-present and alone

Vote to immediately enter executive session for the following purpose: Conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel (Town Manager) pursuant to General Laws chapter 30A, §21(a)(exception 2).

Chair Roberts moved in the words of the motion. Board Member Dretler moved in the words of the Chair. Vice-Chair Russo seconded the motion.

It was on motion 5-0; Schineller-aye, Carty-aye, Dretler-aye, Russo-aye, Roberts-aye

VOTED: To immediately enter executive session for the following purpose: Conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel (Town Manager) pursuant to General Laws chapter 30A, §21(a)(exception 2).

Town Manager Hayes recused himself from the meeting.

Chair Roberts confirmed that Town Manager Hayes had asked her if the Board would consider a wage increase at this time. Chair Roberts stated that two options might be considered at this time; a COLA-type increase conducted at a Select Board Executive Session and then ratified in Open Session, or consideration of a Performance-based increase, which could be conducted in an Open Session Select Board meeting.

Chair Roberts referenced the “FY 2022 TM Salary Survey,” provided by Danvers Town Manager (8/5/2021) as submitted to her by Town Manager Hayes. Chair Roberts acknowledged that in examination of the ‘FY 2022 TM Salary Survey” submitted; Town Manager Hayes had the lowest Actual Base Pay. Comparative communities listed in the Salary Survey included: Acton, Andover, Arlington, Bedford, Brookline, Burlington, Concord, Danvers, Dedham, Franklin, Lexington, Milton, Needham, North Andover, Reading, Weston, Westwood, and Winchester.

Board Member Schineller suggested that the Board seriously consider the request presented by Town Manager Hayes.

Vice-Chair Russo suggested that if the Board considered a COLA, it also consider comparative COLA increases that have occurred for other Town staff.

Board Member Dretler was in favor of considering potential wage increase at the time of the Performance Review.

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Board Member Carty indicated Town Manager Hayes presented a reasonable ask, in consideration that Town Manager Hayes assumed the Town Manager role at the lower end of the wage scale. He suggested the Board consider all options.

Chair Roberts stated she would be more likely to consider a COLA-related increase at this time.

Vice-Chair Russo stated he was open to all options.

Board Member Dretler indicated that she did not endorse a wage increase at this time, and would consider any such increase at the time of scheduled Performance Review.

Board Member Schineller indicated that an immediate, competitive COLA wage increase, and suggested a more considerable wage increase at the time of the Performance Review.

Board Member Carty recommended the Board establish a subcommittee to further explore this aspect; and suggested asking Town Manager Hayes what he is seeking. Several Board Members commented that such a subcommittee would involve at least two Members and would have to include minutes, which would not be a preferable approach.

Vice-Chair Russo recommended that the Board empower Chair Roberts to have a related conversation with Town Manager Hayes to consider his input.

Board Member Dretler commented that more work was needed to substantiate the Salary Review comparisons; noting that the communities of Wayland, Hopkinton, and several other communities should be added to that Salary Review documentation.

Board Member Schineller motioned to empower Chair Roberts to conduct discussion with Town Manager Hayes regarding expectation/s regarding wage increase and related timing. Board Member Carty seconded the motion.

It was on motion 4-1; Russo-aye, Dretler-no, Schineller-aye, Carty-aye, Roberts-aye

VOTED: To empower Chair Roberts to conduct discussion with Town Manager Hayes regarding expectation/s regarding wage increase and related timing.

Board Members agreed that ratification of this vote was not required.

Board Member Schineller emphasized that such conversation between Chair Roberts and Town Manager Hayes should take place sooner than later. Chair Roberts stated that she would plan to have this conversation with Town Manager Hayes on Thursday.

Continue Executive Session to discuss strategy with respect to collective bargaining (Sudbury Police Union, Local 370, Massachusetts Coalition of Police, AFL-CIO) if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares (exception 3).

Town Manager re-joined the meeting and reviewed the signed collective bargaining agreement with Sudbury Police Union, Local 370, Massachusetts Coalition of Police, AFL-CIO, signed and dated December 13, 2021. He added that the Agreement would cover the period of 7/1/22 to 6/30/24.

Town Manager Hayes reviewed the wage agreement:

First Year (Current Year) = .5%

Second Year = 2.0%

Third Year = 2.0%

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Town Manager Hayes detailed several changes to the Agreement, including grievance timeframe, career incentives, added holiday of Juneteenth, paid detail, sick leave, sick leave/personal days, rules and regulations, and gender references.

Vice-Chair Russo asked how the increase with career incentives (associates degree, bachelor's degree, master's degree) might affect the related budget. Town Manager Hayes confirmed balance in consideration of elimination of the physical fitness incentive.

Board Member Dretler opined that a more gender-neutral inclusive language would be preferable. Town Manager Hayes asked the Board if they choose to have him return to the bargaining table regarding this aspect. Board Member Dretler responded that she would prefer that future agreements would include further gender-neutral terms, such as "they."

Chair Roberts moved in the words of the motion. Board Member Carty moved in the words of the Chair. Board Member Dretler seconded the motion.

It was on motion 5-0; Schineller-aye, Russo-aye, Dretler-aye, Carty-aye, Roberts-aye

VOTED: To approve the Collective Bargaining Agreement between the Town of Sudbury and the Sudbury Police Union, Local 370, Massachusetts Coalition of Police, AFL-CIO; signed and dated December 13, 2021.

Vote to close executive session and resume open session

Board Member Schineller motioned to close executive session and resume open session. Board Member Dretler seconded the motion.

It was on motion 5-0; Russo-aye, Schineller-aye, Dretler-aye, Carty-aye, Roberts-aye

VOTED: To close executive session and resume open session

There being no further business, executive session was adjourned at 7:05 p.m.