



TOWN OF NORTON  
BOARD OF SELECTMEN  
MUNICIPAL CENTER,  
70 EAST MAIN STREET, NORTON, MA 02766

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2018 DEC -5 A 9:45

**Board of Selectmen  
Meeting Minutes  
EXECUTIVE SESSION  
October 18, 2018**

**1. CALL TO ORDER**

The October 18, 2018 Executive Session of the Board of Selectmen was called to Order by Mr. Kimball, Chairman, at 8:12 P.M., held in the Town Manager's office.

- a. **ROLL CALL:** Mr. Robert K. Kimball, Jr., Chairman; Mr. Michael Flaherty; and Ms. Mary Steele were present. Mr. Michael Yunits, Town Manager, was also present.

Mr. Yunits explained that this meeting was to go over the Police Department's contracts. Mr. Yunits and the present Selectmen began discussing the different proposals presented by the Union and the Town for the Superior Officers overtime rates.

Mr. Yunits stated that right now the Union's proposal is \$90.00 for lieutenants and \$80.00 for sergeants.

Mr. Kimball asked what patrolmen get on the weekends now, and Mr. Yunits answered \$80.00.

Mr. Kimball stated that now the Sergeants are looking for \$80.00 and \$100.00 [after 8 hours, weekends and holidays] and Ms. Steele confirmed this and added that Lieutenants are looking for \$90.00 and \$110.00 [after 8 hours, weekends and holidays].

The Selectmen reviewed the data provided regarding daytime overtime and night overtime and the day rates for patrolmen details.

Ms. Steele questioned about the hiring process for the Police Department. She stated it was her understanding that when hiring, there is a list of potential hires they go back and at this time they do not know if they are going to get a sergeant, lieutenant, etc. Mr. Yunits stated this is correct and this is why they are trying to make these terms more uniform so when people are hired there isn't so much confusion about rates.

Mr. Yunits stated he did not have a problem with the \$80/hr. rate for sergeants and \$90/hr. for lieutenants for the night shift.

Mr. Kimball expressed his concerns about when the next round of contracts come around in fiscal 2020 stating that then they might start asking for \$90/hr. for sergeants and \$100/hr. for lieutenants. Mr. Flaherty stated that this doesn't come from the Town though, but the contractors.

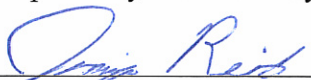
Ms. Steele pointed out that the union has actually come down \$15.00 for sergeants from their initial proposal and \$25.00 for lieutenants, and Mr. Flaherty further supported Ms. Steele by pointing out that they have come down significantly on the time and a half. Ms. Steele clarified that the Town has also come up \$10/hr. and \$20/hr. respectively for sergeants and lieutenants for the night shift, and at this point the Town and the Union are meeting in the middle. With that being said, Ms. Steele stated she had no problem with the union's last proposal.

**MOTION was made by Ms. Steele to approve the Memorandum of Agreement between the Town of Norton and the Norton Police Association. Seconded by Mr. Flaherty. Vote: Mr. Kimball – Yes; Mr. Steele – Yes; and Mr. Flaherty – Yes. MOTION CARRIES.**

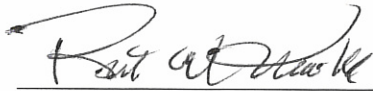
**Adjournment**

**MOTION was made by Ms. Steele to adjourn at 8:20 P.M. Seconded by Mr. Flaherty. Vote: Mr. Kimball – Yes; Ms. Steele – Yes; and Mr. Flaherty - Yes. MOTION CARRIES.**

Respectfully Submitted by:

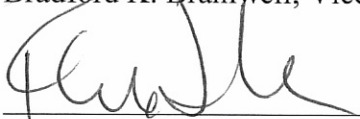
  
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Jennifer Reid, Office Administrator

**BOARD OF SELECTMEN  
EXECUTIVE MINUTES OF MEETING  
OCTOBER 18, 2018**

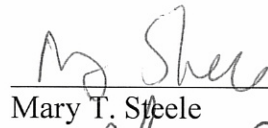


Robert W. Kimball, Jr., Chairman

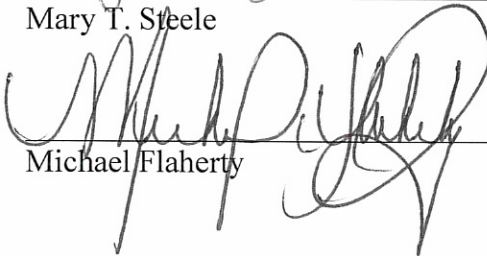
Bradford K. Bramwell, Vice-Chairman



Robert S. Salvo, Sr., Clerk



Mary T. Steele



Michael Flaherty

Minutes Approved by Board on: November 29, 2018