



TOWN OF NORTON
SELECT BOARD
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**Select Board
Meeting Minutes
EXECUTIVE SESSION
April 15, 2021**

CALL TO ORDER

The April 15, 2021 Executive Session of the Select Board was called to order by Mr. John Conway, Chair, at 6:12 P.M., held remotely (Web: <https://us02web.zoom.us/j/6391519600>; Phone: +1 646-558-8656; Meeting ID: 639 151 9600).

ROLL CALL: Ms. Renee Deley, Mr. Michael Toole, Ms. Megan Artz, and Ms. Christine Deveau were present. Also in attendance: Mr. Michael D. Yunits, Town Manager.

1. To Discuss Strategy with Respect to Collective Bargaining.

Mr. Yunits advised that the big thing the Norton Police Association (NPA) is looking for is the \$71 per hour for details and all parties agreed to get rid of this. He stated that they are looking for \$500 for the Training Stipend in FY21 and FY22 and later agreed to \$100. Mr. Yunits informed the Board that originally the NPA didn't want the salary augmentation change, but they agreed to it (changed from 20 years to 25 years)

Ms. Deley asked Mr. Yunits to explain the salary augmentation for Ms. Deveau. Mr. Yunits said that it is an incentive for someone who agrees to not have sick leave buy-back where they get a 9% increase one year, 9% the following year, and 9% the year after that. The Town Manager explained that if they are taking it at an early age, they start getting sick time again and when they get older, they start using sick time again because they don't get paid for it upon retirement. Mr. Toole asked if this ends up being a wash. Mr. Yunits said it is hard to figure out because their overtime goes up by that amount as well, but he told the Board that he would look and see if they ever costed it out. Mr. Toole asked if a spreadsheet could be made with three classes of patrolmen to start showing what the itemized costs are. Mr. Yunits said that the Chief keeps a spreadsheet of that because he has to be able to cost out for the future.

Ms. Deley asked in regard to the Educational Assistance if that was the amount originally presented or if it was different. Ms. Artz replied that it came down considerably and Mr. Yunits agreed. Ms. Deley asked what the original request was versus what was agreed upon now. Mr. Yunits showed the NPA's 7/1/2020 proposal as follows:

Educational Assistance:

Bachelor's: \$500; \$500; and \$500

Master's: \$900; \$1,100; and \$1,200

Training Stipend: \$300; \$100; and \$100

Mr. Yunits advised that the current Training Stipend is \$3,750. Mr. Yunits stated that the overall impact to the budget would be at \$4,000 for the Bachelor's increase; \$7,900 for the Master's increase; and \$7,200 for the Training Stipend.

Ms. Deley pointed out that it would be a net increase of \$18,400 for the three items. She added that with the training there will also be more overtime. Mr. Yunits pointed out that stipends are not pensionable where if it is put in the salary, it is pensionable; so, this saves the Town money. Mr. Toole asked what they ended up agreeing to for details and Mr. Yunits said that this will remain the same.

During the discussions, Ms. Artz emphasized that these people are putting their lives on the line every day.

Ms. Deley stated that she thought the increases for the Educational Assistance were the totals not the increase amount per year. She explained that she thought it would be \$900 this year, then increased by \$200 the next year then \$300 the following year. Ms. Artz said it will range from \$900 to \$3,200 total for the Educational Stipends.

MOTION was made by Ms. Deley to approve the NPA contract as presented. Seconded by Ms. Artz. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Mr. Yunits then gave an overview of the agreed upon terms for the Norton Police Superior Officers Association (NPSOA). He began with a summary of the Training Stipends, which he pointed out were the total amounts not the increase amounts, as follows:

Effective	July 1, 2020	\$3,750
	July 1, 2021	\$4,000
	July 1, 2022	\$4,250

The Town Manager further explained that Education will go from \$7,550 for an Associate's; \$10,300 for a Bachelor's; and \$11,600 for a Master's to:

July 1, 2020 Bachelor's	\$10,550, Master's	\$11,850
July 1, 2020 Bachelor's	\$10,800, Master's	\$12,100

Mr. Toole clarified that this is for about 8 employees, which Mr. Yunits confirmed. Mr. Yunits advised that the School Resource Office will get 3% differential on pay and Detectives will get the same as officers at 6%. The Town Manager informed the Board that everything else they took out and mentioned that they also agreed to the salary augmentation change.

Ms. Deley asked what the overall increase would be. Mr. Yunits answered that there are 7 employees and 1 vacancy. He gave examples of the overall increases with a different officers. Ms. Deley asked how many detectives the Town has and Mr. Yunits replied that there is 1 detective and 1 court officer.

MOTION was made by Ms. Deley to approve the Police Supervisor contract as presented. Seconded by Mr. Toole. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Adjournment

The Board went into their next executive session discussing strategy with respect to negotiations with non-union personnel, i.e. Town Manager at 6:54 P.M.

Respectfully Submitted by:



Jennifer Reid, Office Administrator


**SELECT BOARD
EXECUTIVE MINUTES OF MEETING
APRIL 15, 2021**

John Conway, Chair


Michael Toole, Vice-Chair

Christine Deveau, Clerk

Renee Deley, Member



Megan Artz, Member

Minutes Approved by Board on: July 22, 2021

MOTION was made by Ms. Deley to approve the Police Supervisor contract as presented. Seconded by Mr. Toole. Vote: Ms. Deveau – Yes; Ms. Artz – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.

Adjournment

The Board went into their next executive session discussing strategy with respect to negotiations with non-union personnel, i.e. Town Manager at 6:54 P.M.

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John Conway, Chair

Michael Toole, Vice-Chair



Christine Deveau, Clerk

Renee Deley, Member



Megan Artz, Member

Minutes Approved by Board on: July 27, 2021

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07 / 28 / 2021
15:06:12 UTC

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07 / 28 / 2021
15:07:02 UTC

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07 / 28 / 2021
17:10:40 UTC

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07 / 28 / 2021
17:10:49 UTC

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08 / 05 / 2021
21:05:05 UTC

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