HALIFAX BOARD OF SELECTMEN

EXECUTIVE SESSION

TUESDAY, JANUARY 22, 2019 – 9:20 P.M.

SELECTMEN MEETING ROOM

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Moved by Garron and seconded by Millias, the Board voted as follows to enter into Executive Session to discuss contract negotiations for Sergeants, firefighters and Highway/Cemetery with Fire Chief Jason Viveiros, Police Chief Chaves and Highway Surveyor Hayward:

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| --- | --- | --- |
| Kim R. Roy | - | Yes |
| Troy E. Garron | - | Yes |
| Thomas Millias | - | Yes |

Seelig asked the Chief Viveiros, Chief Chaves and Highway Surveyor Steve Hayward to come in and talk with the BOS about any thoughts they may have regarding contract negotiations or if there was anything “pinching” them that they might want to bring into negotiations. Seelig knows that money is always going to be a factor and also asked all three if there was anything they wanted to bring to the table to help with employees. Seelig and the Board acknowledges that employees are looking into other towns and understands that the town is losing people but they are trying to negotiate that when they bring things to the table.

Fire Chief Viveiros

He began by saying that they have turned over a third of his staff over the last few years and the only two who have stayed is Captain Cuozzo and Captain Cunningham. The Civil Service list has come out and the top twenty-five people have received calls and a couple of his firefighters have received cards. He further said that entry level firefighters on the list are starting at $70,000. As for negotiating the contract there is nothing hindering. The language is good and he has no glaring issues to prevent him from doing his job. Viveiros did want to point out that vacation time is not given to them until after a full year. Seelig said that they do get something on a prorated basis but he will look over it with him.

Viveiros also pointed out that the bereavement language does not match Wage & Personnel’s and Millias and Roy said that can be fixed and she said they can play with the stipends. She also said that Cuozzo and Cunningham are off on their steps. Viveiros suggested maybe make less steps and more percentage. Seelig said they want to ague the actual dollars and not percentage but this is something they can talk about.

Police Chief Chaves

He said that there is nothing glaring on the Sergeants contract and that we are pretty comparable with the top ten towns we compare ourselves with. He did had a conversation with Sgt. Sterling and Sterling mentioned comp time. Chaves also mentioned adding something in Section 10 - Supervisors in regards to lieutenant’s position he is not saying for this year but when we get to that step it is there. Chaves questioned under filling shifts why isn’t specials not specified in this section?

Roy said to strike “Director of Operation” as that position no longer exists. She also said that she knows there has been talk about deleting Civil Service therefore will need to think about putting Assessment Center in the language.

Moved by Roy and seconded by Millias, the Board voted as follows to come out of Executive Session at 10:01 p.m.:

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| Kim R. Roy | - | Yes |
| Troy E. Garron | - | Yes |
| Thomas Millias | - | Yes |

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Thomas Millias

Clerk

/pjm