



**Town of Swampscott**  
**Select Board Executive Session Meeting Minutes**  
Tuesday, November 10, 2020 – 4:30 PM  
Virtual Meeting

**SELECT BOARD MEMBERS PRESENT**

Peter Spellios (Chair), Polly Titcomb, Don Hause, Neal Duffy, David Grishman

**MEMBERS ABSENT**

None

**OTHER TOWN OFFICIALS PRESENT**

Sean Fitzgerald, Town Administrator; Graham Archer, Fire Chief; Ron Madigan, Police Chief; Darren Klein, KP Law

On **MOTION** (Grishman) and **SECONDED** (Duffy) it was **VOTED** by roll call to enter into executive session pursuant to MGL chapter 30A, Section 21(a): Subsection (3) to discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the Town and the chair so declares – Police Union; Fire Fighters Union. Roll call: Grishman (YES) Titcomb (YES) Hause (YES) Duffy (YES) Spellios (YES)

Town Administrator Fitzgerald briefly recapped the process that led to the current draft of the proposed agreements for the Police and Fire Unions. He indicated that there is time to continue to negotiate as the current contracts don't expire until June 30. Next communication would be countering their current "best offer" based on conversation with the Select Board. He also stated that it's important to remember that the Civil Service Town Meeting article and contract negotiations are separate issues.

There was some discussion about importance of laying out process and timeline in advance of large decisions to truly frame decision-making and what role the Select Board should play.

Town Administrator Sean Fitzgerald provided a detailed run through of minimum manning and its impact on the budget.

There was a discussion regarding the appeal of a one-year deal given the financial uncertainty of the Town. There was a conversation about the role the Finance Committee should have in these discussions and at what phase of the process.

The Select Board members each agreed with the approach to counter with a one-year deal with alternative COLA numbers and adjustments to the baby Quinn.

On **MOTION** (Grishman) and **SECONDED** (Hause) it was **VOTED** by roll call to adjourn the meeting. Roll call: Grishman (YES) Titcomb (YES) Duffy (YES) Titcomb (YES) Hause (YES)

Meeting adjourned at 6:04 PM

A handwritten signature in black ink that reads "Allie Fiske". The signature is written in a cursive, slightly slanted style.

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Allie Fiske, Assistant to the Town Administrator

*Minutes APPROVED by vote of the Select Board 8/3/21*