



Town of Swampscott
Select Board Executive Session Meeting Minutes
Tuesday, November 16, 2020 – 5:30 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; Ron Mendes, Assistant Town Administrator
Finance Committee Members: Tim Dorsey, Chair; Mary Ellen Fletcher, Vice-Chair; Matthew Kirschner; Jill Sullivan; James Goldman; Eric Hartmann; Gail Rosenberg; Joan Hilario; Cinder McNerney

Meeting called to order at 5:30pm

On **MOTION** (Duffy) and **SECONDED** (Grishman) 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: Titcomb (YES) Grishman (YES) Duffy (YES) Hause (YES) Spellios (YES)

Town Administrator Sean Fitzgerald provided the background behind contract negotiations with the Police and Fire Unions and recapped the back-and-forth negotiations to date. One aspect of the negotiations relates to the Town exiting the Civil Service system. Town Administrator Fitzgerald also described minimum manning, another significant aspect of the contract that can be negotiated and provide cost savings. The current agreement stands at 1-year contact with a 1.5 and 1.5 COLA.

TA Fitzgerald shared a financial analysis of the contract specifically as it relates to the COLA. This agreement will also include two 1-time bonuses of \$2,500, payable in FY2022 and FY2023, respectively. TA Fitzgerald stated that Swampscott can afford the financial implications of this negotiation. Chairperson Spellios emphasized that this is a 1-year contract allowed the Town to ascertain how the Chiefs' work under this new arrangement to be reviewed for the next contracts.

Town Administrator Fitzgerald stated that no action would be required at the Special Town Meeting as no final agreement is in place and no free cash is needed as this time. The Select

Board has not voted on this agreement and wanted to brief the Finance Committee and receive any feedback offered.

Town Administrator Fitzgerald outlined the cost items in addition to the COLA increase, which includes an increase to the Baby Quinn and a \$250 fitness stipend for the Fire Department. He shared the new language for minimum manning. He explained that the financial assumptions linked to this contractual item is broad and cannot be specifically enumerated. He shared some information on reducing midnight shift and what savings that would result in as an example.

TA Fitzgerald provided additional information about how the payments through this contract offset some of the potential financial impacts experienced by union members as a result of the removal of minimum manning and exiting Civil Service. He further enumerated some of the concrete costs of the existing contracts. These are evergreen provisions which would need to be negotiated out of the contracts. TA Fitzgerald also described how the COLA and one-time moneys will be paid for. The one-time money is paid through a transfer of free cash or can be appropriated as part of FY22 and FY23 budgets. The COLA will be paid in FY22. There was a request for more clarity of numbers before discussing further at an additional Executive Session.

Chairperson Spellios stated that there is no formal vote at the moment as the contract is not finalized, but that based on the discussion of the Select Board members, the Town Administrator can share with the police and fire unions that he appears to have a general consensus in principle from the Select Board on the tentative agreement and that the Select Board will need to subsequently review and approve any proposed MOU.

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 6:20 PM

True Attest,



Allie Fiske, Assistant to the Town Administrator

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