

Approved & Released 9/23/2019

Town of Chelmsford  
Board of Selectmen Meeting Minutes  
50 Billerica Road, Room 201  
Chelmsford, MA 01824

September 9, 2019  
Executive Session

**Attending:**

Pat Wojtas, Vice Chairman  
Emily Antul, Clerk  
George Dixon, Selectman  
Virginia Crocker Timmins, Selectman

Paul Cohen, Town Manager  
Michael McCall, Assistant Town Mgr.  
Jim Spinney, Police Chief

**Absent:**

Kenneth Lefebvre, Chairman (due to potential conflict)

The purpose of this Executive Session was to discuss strategy with respect to collective bargaining with the Police Patrol Officers union.

Mr. Cohen reviewed the Memorandum of Agreement that was negotiated last month with union representatives, and recently approved by the union membership. Wages will increase by 2% each year for the three year term of the contract (July 1, 2019 to June 30 2022).

The goal of the agreement was to improve recruitment and retention efforts by the Police Department. It was noted that the entry wage for new officers is currently \$19.39 per hour (approximately \$40,000 per year), significantly lower than that offered by surrounding towns. This agreement eliminates the two lowest steps on the payroll chart, over the span of the first two years of the agreement, raising the lowest step to approximately \$42,700 per year. There will then be just five steps remaining, allowing officers to reach the top step (approximately \$63,00 per year) in five years.

It also adjusts the education incentive to 10% of base salary for an Associate's degree, and 20% for higher degrees (Bachelor's or Master's) in specific fields, bringing those incentives in line with those of other communities.

The fitness requirement is being modified to more closely align with realistic activities that would be expected of a patrol officer on the job.

Chief Spinney noted that the changes will provide parity and equity to departments in surrounding towns, and is confident that it will result in improved retention rates for newly hired officers.

Mr. Cohen stated the first-year cost for the agreement will be approximately \$215,000. He also noted that reaching this agreement may facilitate reaching agreements with other bargaining units in a more expeditious manner.

**Motion:** by Selectman Dixon to approve the Memorandum of Agreement with the Patrol Officers union, dated August 20, 2019. Seconded by Selectman Antul.

Role call vote:

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Selectman Dixon: Aye  
Selectman Antul: Aye  
Selectman Wojtas: Aye  
Selectman Timmins: Aye

**Motion carries, unanimous, 4-0.**

**Motion:** by Selectman Antul to adjourn the Executive Session meeting at 10:45PM, to return to Open Session. Seconded by Selectman Timmins.

Roll Call Vote:

Selectman Dixon: Aye  
Selectman Antul: Aye  
Selectman Wojtas: Aye  
Selectman Timmins: Aye

**Motion carries, unanimous, 4-0.**

Respectfully submitted,

Pat Wojtas  
Board of Selectmen

Supporting document:

Memorandum of Agreement between the Town of Chelmsford and the Chelmsford Police Association Fraternal Order of Police Lodge 110, dated August 20, 2019

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