MEETING: A meeting was held on Monday, February 4, 2019 at 6:30 PM at Chelmsford Senior Center, 75 Groton Road, North Chelmsford

PRESENT: J. Clancy, E. Chambers, D. Goselin and A. Tanini

ABSENT: A. Langford, K. Duffett and V. Parks

ALSO PRESENT: P. Cohen, J. Sousa and C. Jeannotte

HANDOUTS: None

The meeting was called to order at 6:40 PM.

Warrant Article 3 – Employee Contract Agreement Funding:
P. Cohen reported that he would be bringing forward for approval Article 3 requesting funding for the arbitration award for the Police Sergeants Union. He stated that the increases awarded were 2% for FY2017, 2% for FY2018, and 2% at the start of FY2019 on July 1, 2018. He added that there was an additional 1.5% increase mid-year through FY2019 on January 1, 2019 and another 1.5% increase at the end of the fiscal year on June 30, 2019. He said that the other change approved by the arbitration award was the addition of the firearms training to be paid via compensatory time at the rate of time and a half. He stated that the Board of Selectmen had just finished meeting and they had unanimously supported Article 3. He added that D. Lussier had sent along the dollar amounts for the retroactive pay increases in an earlier email.

J. Clancy stated that he had concerns regarding this award because it was far and above what had been in the fire fighters award. He said that there was an additional 3% stacked in the final year of the award which would put the town in a horrible bargaining position going forward. He said that the award was not equal to the fire fighters, but better than their award which could place the town in a “rat race” where others seek to match this award. He added that the increase was based on a miscalculation by the arbitrator and he could not see himself supporting it. D. Goselin asked if this did not pass and went back to arbitration if it would go back to the same arbitrator. P. Cohen replied that there was no way of knowing, but if not passed it would go back to arbitration.

J. Clancy stated that in his opinion this was not a fair and proper award. D. Goselin said that he could not disagree with J. Clancy. A. Tanini added that they couldn’t put a 5% increase in one year because there was only so much funding available. She stated that property taxes could only
go up by 2.5% so by giving a 5% increase it would have to be taken away from somewhere else. J. Clancy stated that this would have both an immediate and also a long term impact on the town. E. Chambers said that he could not understand how the arbitrator landed on this and questioned why FY2019 was broken out into three increases. He asked if he was correct in saying that the last increase would not impact FY2019. P. Cohen replied in the affirmative. He said that if approved the next pay period would have retroactive pay for 2 years and 7 months and then going forward there would be a 7.5% compounded increase followed by another 1.5% increase in July which would be in the FY2020 budget. A. Tanini said that a 2%, 2%, 2% increase was normal or even 2%, 2% followed by 3%, but this was not normal with a total 9% increase. P. Cohen commented that this was not the arbitrators first case and she had laid out her logic for the decision in the narrative.

**Vote on Recommendations for Special Town Meeting Warrant Article 3:**
A. Tanini made a motion that the Finance Committee recommend against approval of Article 3. D. Goselin seconded the motion. All voted in favor. The Finance Committee will unanimously recommend against Article 3 (four against, 0 in favor).

**Review Liaison Assignments for FY2020 Budget Review:**
J. Clancy reported that he had to make a change to the liaison assignments where he would not be the liaison for PEG Access, but V. Parks would be instead.

**Budget Hearing and Spring Town Meeting Warrant Article Schedule:**
J. Clancy reported that on next Thursday, February 7th budget hearings would be held for Cemetery, Council on Aging, Board of Health, Veterans’ Agent and Finance. D. Goselin offered to help anyone if they needed it as he had available time. J. Clancy responded that next Thursday the committee could run through the schedule and update the matrix. He asked when the spring warrant would be finalized. P. Cohen replied that the Board of Selectmen would sign the warrant on February 25th.

**Public Comment:**
C. Jeannotte asked what would happen if Article 3 failed. She asked if the decision would be tied up for a lengthy period. P. Cohen replied that if it went back to arbitration he would like to have an award ready for April Town Meeting, but realistically it would probably be for October Town Meeting.

C. Jeannotte asked how many employees were in the Police Sergeants Union covered by Article 3. P. Cohen replied that it covered 7 employees.

A. Tanini made a motion to adjourn. D. Goselin seconded the motion. All voted in favor.

The meeting adjourned at 6:55 PM.

Respectfully submitted,

Pamela A. Morrison