

TOWN OF MILLVILLE
MEETING OF THE BOARD OF SELECTMAN
MINUTES OF EXECUTIVE SESSION
April 6, 2021

Board Members Present: Chairperson, Jennifer Gill; Vice Chairperson, Andrew Alward; Selectman, Todd Trotter; Selectman, Adrienne Pettit

Board Members Absent: None

The Board of Selectman was joined by Peter Caruso, Millville Town Administrator to discuss the following items:

Teamsters Union Local 170 (Union) Town of Millville Police Officers Contract Proposals:

- Mr. Caruso had met with the Union twice to discuss the proposals.
- Article 2: Insurance and Hospitalization
 - Union proposal to provide an insurance opt-out for which: “Insurance Opt-out: The Town shall pay to each employee who chooses not to participate in the Town’s insurance plan, an annual opt-out stipend of \$4000.00.” The cost of insurance to the town is approximately \$28,000. The BOS discussed the overall benefit when balancing this clause with other town employees. The BOS and TA were hesitant to support this article.
 - TA recommended counter: Annual opt-out stipend of \$1200, subject to amending Article 2.1 to change Town contribution portion to 60% on new hires effective with date of contract signing.
- Article 3: Compensation
 - Union proposed 10% increases each year for full-time employees and 6% increases for part-time employees. The BOS and TA agreed 2% increases should be applied, consistent with the budget for all other town employees.
- Section 3.3: Longevity Stipend
 - Union proposed additional longevity stipends of:

After completion of years of service:	<u>3 yrs.</u>	<u>5 yrs.</u>	<u>10 yrs.</u>	<u>15 yrs.</u>	<u>20 yrs.</u>
	\$400	\$600	\$900	\$1200	\$1500

- Current contract provides for \$400 longevity stipend after 5 years of service with no additional increase for additional years of service.
- TA recommended counter: 5 yrs. \$400, 10 yrs. \$750, 15 yrs. \$1000, 20 yrs. \$1500 (TBD if restricted to contract start date or if other limits regarding when current officers qualify)
- Union proposed adding new section to Article 3: “Shift Differentials: A shift differential of \$1.50 per hour shall be paid to officers who work shifts between the hours of 4:00PM and 12:00AM. A shift differential of \$2.00 per hour shall be paid to officers who work shifts between the hours of 12:00AM and 8:00AM.”
 - TA recommended counter: \$.50 4-12, \$1.00 12-8

- Union proposed adding new section to Article 3: "Officers holding the rank of Sergeant shall be paid a differential of an additional twenty percent (20%)."
- TA recommended no change and does not agree with this differential.
- Article 6: Work Week
 - Union proposed amending 6.7 Increase guaranteed minimum to four (4) hours.
 - TA recommendation: Agree
 - Union proposed amending 6.9 Increase minimum to four hours.
 - TA recommendation: Agree
 - Union proposed amending 6.10 : "Part-time officers shall be paid at the overtime rate of one and one-half times his/her regular hourly rate of pay for all hours worked in excess of eight (8) consecutive hours."
 - TA recommendation: Agree
- Article 7: Court Time
 - Union proposed amending section 7.1 second sentence: "The minimum compensation for court appearances for all full-time and part-time officers shall be paid at one and one-half (1 ½) times the officer's regular hourly rate of pay and in no event shall such compensation be for less than four (4) hours."
 - BOS and TA discussed current contract requirement of 3 hours. Mr. Alward recommended keeping 3 hours.
 - Union proposed amending section 7.1 third sentence: "Part-time officers will receive one and one-half (1 ½) times his/her straight-time rate of pay for court time including Clerk's hearings, with a minimum of four (4) hours pay."
 - BOS and TA discussed current contract of part-time receiving one-times (1x) pay and 3 hours. Mr. Alward recommended keeping 3 hours.
- Article 8: Extra Paid Details
 - Union proposed increasing detail rate, excluding Town details, under section 8.7 of 1.5x to 2x times the town detailed rate of \$55.00 for detail hours worked at night and on Saturdays.
 - TA recommendation to Agree subject to appropriate comparisons.
 - Union proposed increasing detail rate for Town details to \$45.00 under section 8.8. Details worked on Sundays and Holidays under this section shall be paid at 1.5 times the detail rate.
 - Discussion that this is an infrequent occurrence and TA recommended agreement.
 - Union proposed amending first sentence of Article 8.11: "If the Millville Police Department cannot fill the detail with its own current members who volunteer, the Department shall offer said details to retired full-time and part-time officers who have left the Department in good standing. Should there be an insufficient number of volunteers, then other police agencies will be contacted for assistance."
 - TA reviewing a recommendation to review legality and proper wording to ensure appropriate management rights and control retained to ensure utilization of those viewed as being in "good standing".
 - Union proposed: Increase all guaranteed minimums from three (3) hours to four (4) hours in all Articles and Sections that contain such minimum guarantees.
 - TA recommendation agree.

- Union proposed: There shall be no restriction of limitation on the number of hours a part-time police officer may work in any given week.
 - To be considered further.
- Union proposed: All increases in employee wages, benefits, and other forms of compensation shall be paid retroactive to July 1, 2020.
 - This is consistent with the expiration of the prior contract. Impact of related amounts are all linked and need to be considered within the context of overall contract changes and related costs and the limits of the resources of the Town. Until all terms are agreed to no one term agreement is to be considered final.


BOARD OF SELECTMEN EXECUTIVE SESSION ADJOURNMENT

On motion by A. Pettit, second by A. Alward, the Board votes (4-0) unanimously to adjourn the Executive Session meeting at 9:21 pm.

On motion by A. Alward, second by T. Trottier, the Board votes (4-0) unanimously to adjourn the Meeting of the Board of Selectmen at 9:22 pm.

Respectfully Submitted By:
Adrienne Pettit, Clerk

Approved By Board of Selectmen:



Jennifer Gill, Selectman and Chairman

Andrew Alward, Selectman and Vice Chairman

Adrienne Pettit, Selectman and Clerk

Todd Trottier, Selectman

REC OCT 19 2021

PM 8:54

TOWN CLERK