

**TOWN OF MILLVILLE**  
**MEETING OF THE BOARD OF SELECTMAN**  
**MINUTES OF EXECUTIVE SESSION**  
**April 20, 2021**

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

**Board Members Absent:** None

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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 met with the Union Representative, the Town of Millville Chief of Police and two representatives from the union on April 12, 2021 (3<sup>rd</sup> meeting) discuss the proposals which were discussed with the Board of Selectman on April 6, 2021 during Executive Session. Mr. Caruso provided updates from this meeting:
- 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.
    - Millville 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.
    - Update: Union will likely come back with counter on amount and suggestion that to participate the person must have been on the plan for at least a year. I will push to have this withdrawn and save this concept for a future contract negotiation.
- Article 3: Compensation
  - Union proposed 10% increases each year for full-time employees and 6% increases for part-time employees.
    - Tentative agreement of 3% annual increases for full-time employees and 1.5% annual increases for part-time 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.
- Tentative agreement of \$500 for 5 years and \$750 for 10 years.

- These are stipends paid annually to employees who have met the service requirement.
- 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.”
  - Tentative agreement of \$0.75 4-12, \$1.25 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%).”
  - Updated Union proposal for 15% differential (currently 10%). TA recommended no change and does not agree with the increased differential.
- Article 6: Work Week
  - Union proposed amending 6.7 Increase guaranteed minimum to four (4) hours.
    - Tentative agreement.
  - Union proposed amending 6.9 Increase minimum to four hours.
    - Tentative agreement.
  - 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.”
    - Tentative agreement.
- 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.”
    - Tentative agreement including 4 hours requested.
  - 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.”
    - Tentative agreement including 4 hours requested.
- 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.
    - Tentative agreement.
  - 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.
    - Tentative agreement, infrequent occurrence.
  - 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.”

- Tentative agreement on the general purpose so long as the Chief of Police controls who and when.
- Union proposed: Increase all guaranteed minimums from three (3) hours to four (4) hours in all Articles and Sections that contain such minimum guarantees.
  - Tentative agreement on 4 hour minimum.
- 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.
  - Union would like ability to have 24 hours worked. TA to review with Town Counsel.
- Union proposed: All increases in employee wages, benefits, and other forms of compensation shall be paid retroactive to July 1, 2020.
  - Tentative agreement - 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.
- TA noted the Town of Millville will not be responsible for paying for Part-Time officer newly mandated training (estimated cost of \$20,000).

#### **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 8:41 pm.*

*On motion by A. Pettit, second by A. Alward, the Board votes (4-0) unanimously to adjourn the Meeting of the Board of Selectmen at 8:42 pm.*

Respectfully Submitted By:  
*Adrienne Pettit, Clerk*

**Approved By Board of Selectmen:**

  
*Jennifer Gill, Selectman and Chairman*

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*Andrew Alward, Selectman and Vice Chairman*

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*Adrienne Pettit, Selectman and Clerk*

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*Todd Trottier, Selectman*

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 AM 8:54  
 TOWN CLERK