

TOWN OF GILL

M A S S A C H U S E T T S



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SELECTBOARD MEETING MINUTES

February 14, 2011

Minutes of an Executive Session

The executive session convened at 4:35pm in Ray's office.

Present: John Ward, Randy Crochier, and Ann Banash, Selectboard members; Ray Purington, Administrative Assistant; David Hastings, Police Chief

Chief Hastings informed the Board that Sergeant Chris Redmond and his girlfriend are expecting the birth of their child on April 6th. Although Sergeant Redmond has not filed a formal request, he has indicated to the Chief that he intends to take 8 – 12 weeks of paid leave after the child is born. This executive session is being held to discuss the extent of replacement shift coverage to be provided, staffing options, and potential costs.

The Chief expressed his desire that a temporary, non-benefited full-time replacement be employed during the entire leave of absence and especially during the Chief's vacation during the middle of April. He noted that Scott Minckler, who is a former Northfield officer and former acting chief for Northfield, is currently available for employment, and the Chief would recommend Minckler for our temporary position.

The Chief also requested that Minckler be appointed as a part-time officer for the Town, as the Chief needs more officers to schedule the existing part-time shifts. The Board will consider the request during the open session portion of tonight's meeting.

The Board raised the issue of benefits for a 12-week temporary position, and the need to understand how to legally make the position ineligible for benefits. It was also questioned whether childbirth is an eligible event under the Family Medical Leave Act. Ray will discuss both further with Town Counsel, and report back to the Board.

Assuming a temporary full-time replacement could be hired at \$16.00/hour (approximate Grade 4 Step B), the added expense to the FY11 budget would be \$7,040 for 11 weeks, and \$7,680 for 12 weeks, depending when the child is born and the total length of the leave. The Chief noted that part-time coverage has been about \$2,200/month this year, and that his budget has \$14,600 remaining for expenses and part-time shifts.

The Chief was asked to describe the Town's police coverage if no replacement is hired during the leave of absence. Most of the time there would be 1 shift/day (the Chief's). He could probably alter his schedule to do five 8-hour shifts instead of his current four 10-hour shifts. He would not always be on call; the State Police would be providing coverage when no one from Gill is working or on call.

The Board inquired as to the balance remaining in the NMH Gift account - \$7,666 as of 2/14. (after meeting note: \$2,750 will need to be paid to Vassar's Automotive for the purchase and installation of the flat-bed body for the new brush truck. The Town's match, if any, toward the bulletproof vest grant is also slated to come from this account.)

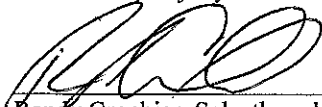
The Board expressed the opinion that during the Sergeant's leave, the Town should attempt to maintain our current level of police coverage or just a little less. A full-time replacement is definitely needed during the Chief's vacation.

It was thought that the NMH Gift account could provide enough funds to pay for replacement coverage to May 1st, approximately \$2,000. After May 1st, line-item transfers become available and might be a possible funding source.

No final decision was made. More information is needed on how to structure a no-benefits position, and additional cost details are needed (hourly rate for the position, hours needed, available funds).

Ann made a motion, seconded by Randy, to adjourn the executive session. A roll call vote was taken: Ann – aye; Randy – aye; John – aye. Motion carried by unanimous vote. The executive session was adjourned at 5:10pm.

Minutes respectfully submitted by Ray Purington, Administrative Assistant.



Randy Crochier, Selectboard Clerk

Minutes reviewed and released 8/1/11.