



TOWN OF TYNGSBOROUGH

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Board of Selectmen Executive Session Minutes

Monday, February 7, 2011 6:00 P.M. Town Offices, 25 Bryant Lane

Members Present: Selectwoman Ashley O'Neill, Selectwoman Elizabeth Coughlin, Selectman Rick Reault, Selectman Rich Lemoine, Selectman Robert Jackson
Staff Present: Michael Gilleberto, Town Administrator, Therese Gay, Admin Assistant

Executive Session (if necessary)

The board may move to go into executive session to discuss strategy with respect to collective bargaining, litigation, or exempt negotiations if an open meeting may have a detrimental effect on such subject matters.

The Board voted on a motion by Selectman Jackson, second by Selectman Reault to enter into Executive Session to discuss strategy with respect to collective bargaining, litigation, or exempt negotiations if an open meeting may have a detrimental effect on such subject matters and to return to open session only to adjourn. Roll Call Vote: Selectman Jackson, yes; Selectman Lemoine, yes; Selectwoman Coughlin, yes; Selectwoman O'Neill, yes; Selectman Reault, yes. The Board entered into executive session at 8:00 P.M.

The Chief met with the Selectmen to discuss the Police Department's Organization. He has supplied the material the Board has asked for. The Chief recommends that the seven candidates for the rank of Patrol Lieutenant participate in an Assessment Center. It is a powerful tool for making promotional decisions, utilizing a series of simulated on the job challenges. The Board and Chief discussed how the Board would review the candidates. The Board has agreed to have the assessment center recommend 5 candidates, no ranking, meet with the Selectmen and then have input from the Chief and offer training to the men on being leaders. The Chief requested and received three price proposals from three consultants for the administration of the Assessment Center. The Chief recommends Public Safety Consultant, they are less expensive. The Chief recommended a one day assessment due to the cost. The Board has asked the Town Administrator to contact Public Safety Consultant and ask the consultant to meet with the Board to make a presentation.

The Chief spoke next on his organizational structure. The Deputy Chief position is an important part of the organization and the organizational structure. The Deputy Chief provides administrative and fiscal support to the Chief of Police. The Chief and Deputy Chief are the only full-time Police Department employees who are non-union employees. The Chief can confer with the Deputy on confidential personnel issues.

The Deputy Chief's position is important and needed. The Chief requested that his number two man be non-union.

There was discussion on changing the Deputy Chief's position to a Captain's position, the Chief explained that a Captain can join the union whereas a Deputy Chief cannot. The Chief needs a second in command to work with when needed. Three members of the Board do support the position of Deputy Chief; the Deputy is supervised by the Chief. Selectman Lemoine, Selectman Jackson and Selectwoman O'Neill do support the position of Deputy Chief. Selectman Lemoine did not like the idea of a Captain and that the Captain could join the union. The Deputy is responsible for managing Sergeants and Patrolmen. The Deputy works the same shift as the Chief but could do a shift overlap. The Board voted 5-0 to the title of Deputy Chief within the Police Department organization.

The Board discussed the current Deputy Chief's contract, a yearly evaluation was not done, it would be difficult to assess the current Deputy's position for the next contract, would have to involve the Chief for assessment of the current Deputy. The Chief spoke highly of the Deputy. He has eight years of experience and is the right person for the position. The Deputy takes no sick leave, takes vacation leave; he is reliable and can use him as a consultant. The Deputy is good and honest and the Deputy is respected by a lot of the Officers. The Board is divided on the current individual but is in agreement that a new contract is needed. Selectman Lemoine and Selectman Jackson favor opening negotiations with the current Deputy with that said the Chair suggested that the Board move forward and to speak to Labor Counsel to clarify the current contract language. The Board asked of the Administrator about the two union positions to be removed from the Union and the Administrator informed the Board that the papers were submitted to start the process of removing them. The Administrator did meet with the two people and they are not in favor of being removed from the Union.

The Board voted on a motion by Selectman Reault, second by Selectman Jackson to enter into exit the Executive Session to return to open session to adjourn. Roll Call Vote: Selectman Jackson, yes; Selectman Lemoine, yes; Selectwoman Coughlin, yes; Selectwoman O'Neill, yes; Selectman Reault, yes. The Board exited executive session at 10:15 P.M.

Respectfully submitted

Therese Gay

Approved on Monday February 28, 2011
Released November 21, 2011