

MINUTES
LABOR MANAGEMENT COMMITTEE
February 24, 2016

PRESENT: Chairman Lynn Pinder, Committee members: Kim Simoncini, James DePietro, and Joseph O'Brien

Also present: Deputy Chief Carbone, First Selectman Bruce Farmer

The meeting was called to order at 6:33 p.m.

This meeting was called to discuss an extension of the 4-2 schedule trial period. Not taking any further action was stated which prompted further discussion.

Points made during the discussion were as follows:

- The 4-2 schedule should be discussed in the contract negotiations and included in the officers' contract
- In limbo for contract negotiations due to change in administration, new First Selectman and waiting for the hiring of the new Police Chief. Different players will be negotiating the contract.
- If an extension is made to the MOU it would extend the 4-2 schedule to October and this would carry into the time of contract negotiations
- The commission is not comfortable with an extension to the 4-2 schedule
- No contract negotiations have taken place to date, however it was noted the negotiations could not begin before January 1, 2016
- The Police Department is ready to sit down to begin contract negotiations
- 18 months for a trial period is long enough and the 4-2 schedule has been extended 3 times
- The union requests that the 4-2 MOU be extended one more time
- Where is the data for the costs, where are the costs for the replacement rates
- The 4-2 schedule is a big morale booster
- If the union had pertinent information regarding the 4-2 schedule, they should have brought it to the Chief for his review or to this Committee at any time, including this evening
- Thought this meeting was to be only attended by the four remaining Labor Management Committee members (2 town representatives and 2 union members). Deputy Chief Carbone was in attendance strictly as the administrator to see what occurs at the meeting and First Selectman Farmer was in attendance to break a tie should one occur.
- The Labor Management Committee and contract negotiations cannot run parallel; therefore the Labor Management Committee should be disbanded.
- Suggested that the back-up information and reasons the 4-2 schedule should be included in the contract be presented during contract negotiations.
- If the 4-2 schedule is included in the contract, the 4-2 schedule could be posted for the October bid cycle.

A motion was made by K. Simoncini, seconded by L. Pinder to disband the Labor Management Committee and to take no action to continue the 4-2 schedule. The motion was voted on with an outcome of 2 in favor (L. Pinder and K. Simoncini) and 2 opposed (J. DePietro and J. O'Brien). First Selectman Farmer was the tie breaker and he voted in favor of disbanding the Labor Management Committee. Therefore, the motion carried with a final vote of 3 in favor and 2 opposed.

A motion was made and seconded to adjourn the meeting at 6:59 p.m.

Respectfully submitted,

Wendy McDermott
Clerk