

**TOWN OF WINCHENDON  
BOARD OF SELECTMEN  
EXECUTIVE SESSION MINUTES  
MONDAY, JUNE 12, 2017  
4<sup>TH</sup> Floor Conference Room  
109 Front Street, Winchendon, Mass.**

**Present:**

Barbara Anderson, Chairwoman  
Audrey LaBrie, Vice-Chairwoman  
Amy Salter  
Austin Cyganiewicz  
Michael Barbaro

Keith R. Hickey, Town Manager  
Linda Daigle, Executive Assistant

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**List of Documents Presented at Meeting:**

- Memo from the Town Manager to the Board of Selectmen dated June 7, 2017 regarding Request to Ratify Fire Union Contract (attached)
  - Draft Collective Bargaining Agreement International Association of Firefighters Local 4542 (filed)
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Executive Session was called to order at 9:56 p.m.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Exemption No. 3** – To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body - Subject: Winchendon Firefighters Local 1751W IAFF

At 10:14 p.m. Chief Smith was welcomed into Executive Session. Hickey informed the Board that after reviewing the needs of the Fire Dept. staffing, on average the firefighter paramedic is being paid about \$5.00 less than others in the area. We are fortunate in the Fire Department to have some stability in the work force for a while. What he has tried to do is implement a lot of the same changes he has with the three other contacts before. He proposes to increase the hourly rate of a paramedic by \$2.50 an hour both in FY18 and FY19. We have two basic EMTs now, the Fire Chief and the Fire Captain. The Fire Captain is retiring this year, and one of the Lieutenants is also retiring this year which we will see some savings that we can apply. The total cost of the contract with wage adjustments is \$23,587.20 for FY18. When filling positions they will be more competitive in attracting paramedics. The Town Manager said the union has ratified the changes and if the Board supports it, he recommends it be effective July 1<sup>st</sup>.

Anderson asked about the uniform change in which the Town Manager explained, like the Police Department, it was added to the wage base and removed from the uniform allocation.

Hickey explained he tightened up the language, paired the language down a bit; ninety-five percent of the changes is the wage piece. He noted this was a two year contract instead of a three year contract to be on the same page as the other unions.

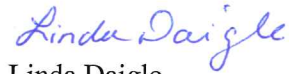
Salter was fine with this as long as the Town Manager had the funds for it. Barbaro mentioned he also was fine with it.

**Barbaro moved to adjourn from Executive Session; LaBrie seconded. By roll call vote of all aye, the meeting adjourned into public session at 10:25 p.m.**

**LaBrie moved the Board ratify the Fire Union contract as presented this evening; Barbaro seconded. With a vote of all aye, the motion carried unanimously.**

**Barbaro moved to adjourn; LaBrie seconded. By a vote of all aye, the meeting adjourned at 10:26 p.m.**

Respectfully submitted:



Linda Daigle  
Executive Assistant

