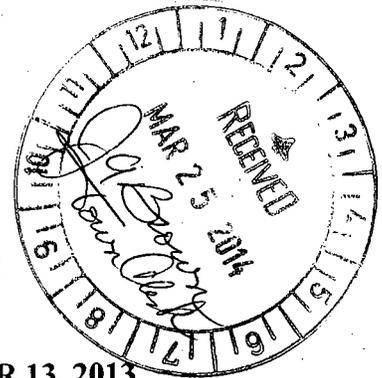




TOWN OF FREETOWN
BOARD OF SELECTMEN
3 North Main Street/P.O. Box 438
Assonet, MA 02702-0438
PHONE: 508-644-2201; FAX: 508-644-3342



MINTUES OF MEETING OF MONDAY DECEMBER 13, 2013

**TOWN ADMINISTRATOR'S OFFICE TOWN HALL
3 NORTH MAIN STREET, ASSONET, MASSACHUSETTS**

Call to Order by Selectman Sadeck opens meeting at present Selectmen Lisa Pacheco, Selectmen Lee Baumgartner, Town Administrator Richard Brown, Police Chief Carlton Abbott and Police Union President Sgt. Swede Magnett. The meeting is being recorded by Selectman Sadeck.

**Signing of Biweekly payroll/vendor warrants
Weekly Public Discussion period**

Consent Agenda:

Sgt. Magnett states he filed three or four grievances on behalf of the Police Union. He was called to this meeting. He is not sure where the Board would like to begin. Selectman Pacheco says to start at the first grievance. Sgt. Magnett says the first involves Jacob Raposo's Health Care Stipend and his Recruitment Reimbursement and the disagreement is the date the Chief says it's December 4th, I say it's December 4th and the Board says it's November 30th. He feels he is on payroll until December 4th and feels he made a commitment to the Town as far as the percentiles 75-50% and it's his impression that the Board thinks otherwise. The next one is the 3 Leaves of Absences and it is his understanding that the Board had already decided that there would be no leave of absences and I called and spoke with Ali and asked to be placed on the next Agenda to speak about this. Ali spoke with Selectman Sadeck who stated that I was not going to be placed on the Agenda. At that time I had a proposal that would have been advantageous to both the Town and the employees. I filed a grievance because it didn't think it was right that you wouldn't entertain these leave of absences and also not speak to me about it. The last grievance is about the letters that the offices received regarding their resignation had been tenured which you stated in the letter would be November 27, 2013. I believe this was a violation of Article 7 Section 4 that states no full time officer shall not be removed, discharged, dismissed excepted for just cause. I feel they should have been entitled to a hearing if you were making their last day November 27, 2013. Mr. Brown states we are working on the Public Request information. Sgt. Magnett understands these things take time. Selectman Sadeck states Town Counsel has the grievances and he has been working with Mr. McArdle however he speaks for the Board in saying that he feels that the Board does not believe they have violated any section of the contract at all. Selectman Pacheco states in her opinion we have to look out for the best interest of the Town it is important to get three new people ready to fill their spots. She wishes well for the officers to move to the State level. We have to move forward from a Town's prospective. I

would love to have kept those people. We need to hurry up and train new people. I don't want to hurt anyone, but they made their decision. Selectman Baumgartner says what they are going through is life. He wants to know what Sgt. Magnett would like to see happen. Sgt. Magnett would like for the first and second grievance - Jacob Raposo's agreement to be credited up to the date so he can get the extra \$800.00. The third grievance he understands that the Board is entitled to their opinion however what he doesn't understand is that he was not allowed to come in and explain his side. Selectman Sadeck states he can come in at any time and speak during public discussion. Sgt. Magnett disagrees he says there is a proper way to do things; he asks if the Board wants him to come in during public discussion every time he has something to talk about. He understands that the Town needs to move on however you didn't need to tender their resignations. You could have spoken to me about it and we could have worked something out and I would have gotten letters from them. Selectman Sadeck states we did not terminate those employees. They told the Chief they were leaving to go to the State Police effective December 2nd. Sgt. Magnett states that the Officers never handed in a letter of resignation. Selectman Sadeck states that we don't need a letter of resignation from them. Selectman Baumgartner states that from his perspective you can't get paid from the Town of Freetown and the State Police. Sgt. Magnett asks why can't an officer do that, the Reserves get paid from the Town as well as their full time job. Selectman Pacheco states the information we were given was that a Police Officer was unable to get paid from both a Town and a State agency at the same time. Sgt. Magnett asks if the Board inquired about this. Selectman Pacheco said that the Board did. Selectman Pacheco understands that he wanted to see the process followed through however we were under the gun because they were leaving on December 2, 2013 and if you look back at the minutes and Chief Abbott warned us that this was going to happen. I said that I didn't want them to go anywhere. Sgt. Magnett states, what if I told you two (2) out of the three (3) guys if the Board had given them leave they would have come back. Selectman Pacheco says but we don't know that for sure. Selectman Sadeck states we have no obligation to hold their job. Sgt. Magnett understands that. Selectman Sadeck would like to state that for Jacob Raposo his Health Care Stipend he was only entitled to October 22, 2013 and the Board voted in good faith gave him back the whole year. Sgt. Magnett says he understands this but he is talking about two separate issues. He is talking about the recruitment training reimbursement. Sadeck is taking about a date. Mr. Brown states there were two issues that were rolled in together. Selectman Pacheco states we gave him the Health Insurance to offset the training. She knows that Sgt. Magnett gets it however she don't want to go into a he said she said. She hopes that as we go forward she would like us to have a better open line of communications. Selectman Sadeck states all he did was not put him on an Agenda. Selectman Baumgartner states everyone was able to get out how they felt. Sgt. Magnett states that he doesn't think these issues are about mistreatment they are about clarification. Selectman Sadeck thinks it's about interpretation. Sgt. Magnett states part of my job as the president is long before this Board there were gentleman agreements and in this day and age everything needs to be documented and please don't take it as offensive. I have a great mentor now as well as many in the past like Walter Sawicki. He state when he puts forth a memo if they don't read it then he is fine with that. Selectman Pacheco states all of the correspondences that we get are public record. Selectman Sadeck explains that he specifically did not put him on the Leave of Absence request on the Agenda because he didn't want to put on record and taint the employees' names. Sgt. Magnett states if he is correct in remembering the grievances were not in effect yet. I only filed the grievance after I was denied being on the Agenda. Sgt. Magnett asks if Selectman Sadeck was protecting

their names why we couldn't have gone into Executive Session. Selectman Pacheco and Sadeck both state Executive Session does not allow for that. Sgt. Magnett then asks if you didn't want to put me on the Agenda why couldn't we have had one of these day meetings. Selectman Pacheco states Selectman Sadeck like us all to be involved however we could have asked him to meet with you and come back to us with the information. Selectman Sadeck states he would not do that because it is a Board decision. Selectman Pacheco states moving forward we know you want an open line of communication. Sgt. Magnett states that we just need to keep the police station in sights for the feasibility study. Mr. Brown states if we don't do it soon then we will be forced to do it. Mr. Sadeck states at the last minute when they were building the current Police Station he believes they just ran out of funds. Mr. Brown says the current station doesn't account for many things. Mr. Brown tells Sgt. Magnett to feel free to come by and talk to him anytime he wants.

Board of Selectmen: Action relative to:

Board of Health:

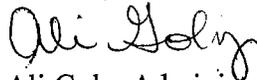
Personnel Board:

New Business:

Old Business:

Adjournment of regular meeting Motion (Sadeck/Pacheco) to adjourn at. Passed unanimously.

Recorded by Selectman Sadeck
Respectfully submitted,



Ali Golz, Administrative Assistant