The Board of Selectmen met in Executive Session October 16, 2012 in the Tisbury Senior Center.

Present: Tristan R. Israel, Chairman; Jeffrey C. Kristal and Jonathan V. Snyder, Clerk; John R. Bugbee, Town Administrator and Aase M. Jones, Assistant to the Town Administrator.

Motion:  To go into Executive Session for the purpose of contract negotiations and approval of Executive Session Minutes, not to reconvene in Open Session.  Seconded.

Voting on the Motion:  Mr. Kristal: Yes; Mr. Israel: Yes; Mr. Snyder: Yes.

Convened in Executive Session: 6:45 p.m.  M/s/c.

Police Union Negotiations:  were discussed.

Mr. Israel noted that the negotiations should begin to establish what the union is looking for and what the Town should put on the table as what areas of the contract can be improved and clarified.

Mr. Kristal suggested that it would be a good idea to "backload" the contract to benefit the more recent hires within the department.

Mr. Israel pointed out that the negotiators need to be sure that the union negotiating members have the support of the membership for their negotiating positions.

General Employee Union Negotiations:  will begin soon.  The current contract will expire June 30, 2013.  A negotiating team must be appointed by the Board to begin these negotiations.  Mr. Bugbee stated that he will meet with Union President Laura Barbera next week to go over the details of how to proceed.

Ambulance Coordinator Job Description:  was discussed briefly. and approved as amended.  M/s/c.

The Town Administrator Position: was also discussed.  It was noted by Selectman Kristal with regard to advertising the soon-to-be vacant positions, that the range of pay for both positions should be noted in the ad.

Fire Chief Stipend for Supervision of the Ambulance Department and Management of the Emergency Services Facility:  was discussed next.

Mr. Israel commented that the Fire Chief may want some extra money to supervise the Ambulance department and take charge of the new Emergency Services Facility.  Discussion followed on what amount of money that might involve for the next 6 months.

Mr. Kristal asked to be informed if any part of the Fire Department inspection fees go to the Chief.

Town Administrator John Bugbee and Aase Jones confirmed that all the Fire Department inspection fees go to the Town since John Schilling became a paid Fire Chief in 2009.

Mr. Kristal then asked the other Selectmen if they are comfortable with amending the Fire Chief's personal services contract to include additional payment for the supervision of the Ambulance Department and the management of the Emergency Services Facility.
Mr. Israel responded that he would go along with an additional $3,000 amount, pro-rated for the 6-month period from Jan 1- June 30, 2013.

Mr. Kristal pointed out that the Fire Chief is not a 40-hour/week full-time employee, but that he has a personal services contract, adding that the Fire Chief likes to negotiate.

Contract Negotiations with Town Administrator John Bugbee: was taken up next by Chairman Israel, who stated to Mr. Bugbee that the Board wanted to discuss with him Mr. Bugbee's hours of work, not his performance, adding that lately he has "been gone a lot".

Mr. Israel continued by asking Mr. Bugbee if he has any idea of how much time he is planning to spend in the office, adding that the Board would be amenable to work something out with him if he cannot be here (at Town Hall every day), the Board would like him to commit to 4 days/week, 9-5. He then asked directly if Mr. Bugbee thought that is "tenable". Mr. Israel stated further that he wants to make Mr. Bugbee what he described as "whole".

Mr. Israel continued by stating that if Mr. Bugbee wants to answer this question now he may do so, adding that he could answer this later.

Mr. Bugbee responded by stating that he now has only two months left, adding that he will be losing his benefits and also needs to take care of some of his medical issues.

Mr. Kristal suggested that the Board could talk about having Mr. Bugbee continue working through next week and that the Board could keep him on the payroll through the end of the year so that he can take care of his medical issues, etc.

Mr. Israel then stated that there is no acrimony here.

Town Administrator John Bugbee then stated that he would like to give this some thought adding that he will get back to the Board, suggesting a meeting Friday next week.

Mr. Israel stated "that is too late".

Mr. Bugbee then suggested next Tuesday, and it was agreed that the Selectmen will be posted for an Executive Session to convene in the Town Hall at 5:00 p.m., October 23, 2012 for contract negotiations with Town Administrator John Bugbee. M/s/c.

Approval of Executive Session Minutes: was deferred.

There being no further business in Executive Session, Motion for Adjournment: 7:03 p.m. M/s/c.

Respectfully submitted,

Tristan R. Israel, Chairman  Aase M. Jones, Asst. to Town Adm.
Jeffrey C. Kristal   Jonathan V. Snyder, Clerk