

MINUTES OF TOWN OF BERKLEY SELECTMEN'S MEETING OF 11/14/2023

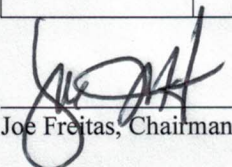
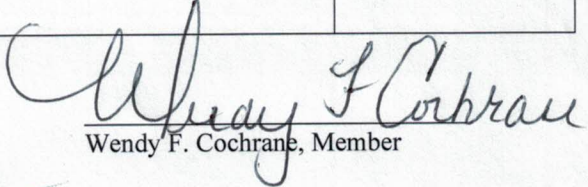
SELECTMEN IN ATTENDANCE: Joe Freitas, Chairman, Tabitha K. McCrohan, Clerk, Wendy F. Cochrane, Member

TOPIC		ACTION
	Meeting Convened at 8:35 a.m. in the Moitoza – Pettey Hearing Room	
Personnel Board	<p>Personnel Board to review and possibly create the Deputy Chief position. Mr. Freitas commented that he would've like to have seen the Detective Sargeant position job description in the future to compare what the major changes were between them. Wendy Cochrane offered to add the history of the Detective Sargeant position, but Chairman Freitas declined. Mr. Freitas had one additional question for Police Chief Baker, regarding a bullet point in the job description. In the absence of the Chief of Police, the Deputy Chief position would assume the powers of the Chief. Mr. Freitas wanted to know what limitations would be set on these powers. Chief Baker advised that the Deputy Chief would reach out to the Town Administrator and the Board of Selectmen.</p> <p>At this point, Mr. Freitas opened the floor to the rest of the Personnel Board. There was no additional commentary.</p> <p>Mr. Freitas then reviewed an e-mail from Officer Kevin Realini, that relayed the willingness of the Police Union to add the Deputy Chief position and to eliminate the Detective Sargeant position. Mr. Freitas also commented that there is value in continuity in the Town of Berkley and the creation of this position cements that for the Police Department. He added as a caveat that the Deputy Chief position was not a guarantee of future promotion.</p> <p>Selectman Cochrane wanted to know what would happen in the event of a grievance. Would Union grievances go to the Deputy Chief, who was still in the Union? Chief Baker said that grievances would go to the Personnel Board. Chairman Freitas claimed that in the event of a prolonged absence of the Chief, the Chief would have to set limitations that the Deputy Chief could not adjudicate Union grievances in his absence.</p> <p>The Deputy Chief would be managerial in the absence of the Chief. The issue of union negotiation was also brought up. Chief Baker commented on the size of the department, since it is so small that the dynamic is different. While he understands the value of a superior officer's union, the size of the department simply does not allow it. Selectman Cochrane said that recent negotiations have been positive, but that only union stewards should be allowed into bargaining unless otherwise invited. Chief Baker said that only union presidents should be allowed to speak.</p> <p>Motion made by Cochrane, 2nd McCrohan to recommend the position of Deputy Chief to Board of Selectmen. Vote passed unanimously.</p>	Cochrane motion to recommend; McCrohan 2 nd , voted
Board of Selectmen	<p>Board of Selectmen then voted to create the position of Deputy Chief. Vote passed unanimously.</p>	McCrohan motion to create; Cochrane 2 nd , voted

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Personnel Board	<p>Personnel Board to review and possibly eliminate the position of Detective Sergeant within the Berkley Police Department.</p> <p>Discussion on the item was sparse, but the Town Administrator recommended that the motion be modified slightly to reflect that the Personnel Board did not wish to immediately eliminate the Detective Sargeant position.</p> <p>Motion was made to recommend the elimination of Detective Sargeant position, contingent on the filling of the Deputy Chief position.</p>	McCrohan motion to recommend; Cochrane 2 nd , voted
Board of Selectmen	<p>The Board of Selectmen then voted to eliminate the position of Detective Sargeant, contingent on the filling of the Deputy Chief position.</p>	McCrohan motion to eliminate; Cochrane 2 nd , voted
Executive Session	<p>At this time, Selectman McCrohan read the Board into executive session with the intention of returning to opening session.</p>	McCrohan motion to enter executive session, Cochrane 2 nd , roll call, voted
Town Administrator Report	<p>Upon returning to open session, the Town Administrator gave a brief report on the status of two projects. He stated that the paving work for the Town Hall sidewalks had been delayed due to potential rain. He was looking for additional options to schedule. He also mentioned that the Town's MS4 draft MS4 report was nearly done and it was expected in after the Thanksgiving holiday.</p>	Information only
Adjournment	<p>Meeting adjourned at 9:29 AM.</p>	McCrohan motion to adjourn, Cochrane 2 nd , voted


Joe Freitas, Chairman
Tabitha K. McCrohan, Clerk
Wendy F. Cochrane, Member
Matthew Chabot, Town Administrator