

GREENFIELD CITY COUNCIL

Special Meeting Minutes

January 25, 2023

John Zon Community Center/Zoom Hybrid

6:00 pm

CALL TO ORDER: Meeting was called to order at 6:00 p.m. by President Guin.

CHAIRS STATEMENT: This meeting is being recorded by the City Council and GCTV-17. If any other persons present are doing the same you must notify the chairperson at this time. It was noted that Dawn Morin, Jon Magee for Shoe String and 22 News were also recording the meeting. In accordance with MGLc 30A SS 20(g) “No person shall address a meeting of a public body without permission of the Chair and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If, after clear warning from the chair, a person continues to disrupt the proceedings, the chair may order the person to withdraw from the meeting and if the person does not withdraw, the chair may authorize a constable or other officer to remove the person from the meeting.”

ROLL CALL OF MEMBERS: Roll Call was taken. All Councilors were present (Councilors Mayo and Elmer appeared via Zoom)

ALSO PRESENT: Mayor Roxann Wedegartner; City Clerk Kathryn J. Scott; Assistant City Clerk Quinn Jaquins (via Zoom); Chief of Staff Danielle Letourneau; Finance Director/City Auditor/City Accountant Diana Schindler; Health Director Jennifer Hoffman; IT Director Fernando Fleury; Police Chief Robert Haigh; Fire Chief Robert Strahan; DPW Director Marlo Warner; Public Safety Commission members David Moscaritolo and David Lanoie; GCTV-17 staff; Mary Byrne, *the Recorder*; 22 Western Mass News and members of the public.

MOTION: On a motion by Councilor Ricketts, second by Councilor Forgey, it was,
MOVED: THAT IT BE ORDERED, THAT THE GREENFIELD CITY COUNCIL WAIVE THE RULES OF PROCEDURE, 8 ORDER AND DISPOSITION OF BUSINESS.

DISCUSSION: Objection to motion due to the lack of a public comment item on the agenda.

MOTION: On a motion by Councilor Lapienski, no second, it was,
FAILED FOR LACK OF A SECOND: TO TABLE MOTION.

Motion to suspend the rules of procedure was still on the floor.

It was by majority, 1 no,
VOTED: TO WAIVE THE RULES OF PROCEDURE.

Councilor Gilmour read the following agenda item:

Working Session with the Executive, Chief of Police and Finance Director, by invitation

- I. Strategic planning to address the proposed elimination of the 3rd shift (11 pm- 7 am) of the Greenfield Police Department with an alternative plan to be introduced. (See attached)

President Guin opened the working session by thanking everyone who reached out to the Councilors with comments, concerns and input on the issue to be discussed. He urged everyone involved to cooperate with each other, avoid emotional and accusatory questions and comments, and focus on information and resolve.

Mayor Wedegartner, Finance Director Schindler and Chief of Staff Letourneau addressed the Council:

- Full staffing for a majority of the overnight shift (not including from 3 am to 7 am) would begin on March 1, 2023 and would remain in place temporarily through June 30, 2023.
- Agreement with the police collecting bargaining units changed staffing for patrol sergeants and patrol officers to two (2) ten (10) hour shifts four days on and four days off. First shift would operate from 7 a.m. to 5 p.m. Second shift would operate from 5 p.m. to 3 a.m. From 3 a.m. to 7 a.m. there will be no coverage by the Greenfield Police Department.
- The State Police were notified to cover the 3 a.m. to 7 a.m. shift as needed.
- Understanding this would be a temporary fix, the Greenfield officers had agreed to waive certain union rights with regards to overtime and staff and shift bidding. Officers on the first and second shifts would receive three hundred (300) dollars per week per officer from March 1 thru June 30, 2023 to cover any inconvenience of the change in work hours.
- This action would significantly save on overtime which the Police Department was unable to afford with the FY23 budget.
- The cost of 300 dollars for first and second shifts did not include Chief Haigh or Deputy Chief Gordon, since they were administrators and did not answer calls except under extreme emergencies.
- The COPS grant would allow the hiring of two (2) new officers in the early spring as well as a third officer in June.
- ARPA funds had been committed to assist with some of the costs for providing the coverage.
- Work to prepare a Fiscal Year 2024 budget that would restore full operations of the Greenfield Police Department and protection for the citizens.

Councilors asked the following questions:

- Why wasn't a plan prepared by the Police Chief in a good faith effort before the report to the Council regarding the elimination of the midnight shift at the regular City Council meeting last week.
- Was the accountability and justice taken under consideration in this temporary measure.
- Explanation on the process of working with the unions.
- What was the source of the funding for this plan that the Council was informed at their meeting last week the City did not have.
- Explanation for overtime paid to officers who do not work 40 hours weekly.
- Amount of ARPA money committed for this plan and would the amount cover the cost of the COPS grant.
- Applications received for police officer positions.
- Average work week for police officers.
- Coverage for emergencies by Greenfield Police Officers during the 3 a.m. to 7 a.m. shift.
- Explanations for the 3 a.m. to 7 a.m. shift inability to be properly funded and staffed.
- Alternative plans or options in place if this original plan proved to be unviable.
- Consideration for assigning at least one (1) Greenfield police officer to the 3 a.m. to 7 a.m. shift.
- Could police officers who recently retired be asked to return to duty on a temporary basis.

President Guin called a five minute recess at 8:04 pm.

President Guin resumed the meeting at 8:11 pm.

Councilors resumed asking the following questions:

- Was there a plan in place in the event that the Police Department’s budget was reduced for FY 2024.
- Who was responsible for scheduling and organizing meetings for the Public Safety Commission.

Public Safety Commissioners David Moscaritolo and David Lanoie addressed the Council:

- An organizational meeting for the Public Safety Commission had been scheduled for Wednesday, February 1, 2023 at 4:00 pm.
- Among the priorities Commissioner Moscaritolo hoped to address were review the process for appointments and promotions; review the written complaint process; review the disciplinary process; establish a vision for the Fire and Police Department and an extended understanding of the regional policing policy.
- Commissioner Lanoie noted the public safety commission was born of the necessity for professional objective oversight of Police and Fire. He hoped to provide information in real time that was fact based with history. The Commission would be involved with the Fire and Police budget discussions.

Councilors asked the following questions:

- Steps to address systemic racism in the Police Department and a Police Chief who was found liable in a court of law for this issue.
- How was the hiring process for police officers going to differ from previous times.
- Would the City consider re-appointing Daniel Yalowitz back on the Human Rights Commission.

ADJOURNMENT: On a motion by Councilor Bullock, second by Councilor Ricketts, it was unanimously,

VOTED: TO ADJOURN THE MEETING AT 8:45 P.M.

A true copy,

Attest: _____
Kathryn J. Scott, City Clerk

GREENFIELD CITY COUNCIL MEMBERS

John Zon Community Center/Zoom Hybrid
 Special Meeting
 January 25, 2023

Attendance

1. Golub, Katherine	Y					
2. Guin, Daniel President	Y					
3. DeSorgher, Virginia	Y					
4. Bottomley, John	Y					
5. Bullock, Marianne	Y					
6. Gilmour, Sheila	Y					
7. Lapienski, Jasper	Y					
8. Mayo, Douglas	Y					
9. Helie, Derek	Y					
10. Elmer, Philip	Y					
11. Forgey, Christine Vice - President	Y					
12. Ricketts, Penny	Y					
13. Terounzo, Michael	Y					

Received at 1.25.23 Sp. Council Mtg



Roxanne Wedegartner
Mayor

City known as the Town of
GREENFIELD, MASSACHUSETTS

GREENFIELD POLICE DEPARTMENT

Robert H. Haigh Jr.

Chief of Police

321 High Street • Greenfield, MA 01301
Phone 413-773-5411 ext 1304 • Fax 413-774-6969
haighr@greenfieldpd.org



Tuesday, January 24, 2023

Memorandum of Understanding

Executed between:

MassCop Local 470, Fraternal Order of Police Local 50 and the City of Greenfield

Considering the current and severe shortage of staffing for Police collective bargaining unit members within the City of Greenfield Police Department, MassCop Local 470, Fraternal Order of Police Local 50 and the City of Greenfield agree to enter into this MOU, as outlined below.

Starting March 1st 2023 Patrol Sergeants and Patrol Officers will be re-assigned to 4 work days on – 4 days off, 10 hours/day work schedule which will be posted for bidding by seniority at least two weeks prior to the start of the new schedule. "First shift" will be reassigned to the hours of 0700 to 1700 and "Second Shift" will be reassigned to 1700 to 0300 with no "Third Shift."

This MOU is designed to acknowledge that the aforementioned changes cause the following collective bargaining articles and sections to be temporarily suspended/changed:

Article 7 - Sections 1 and 3; Article 9 – Section 1 of the MassCop Local 470 collective bargaining agreement will be temporarily considered null and void during the period of time in which this MOU is active and agreed upon. Likewise, Article 7 - sections 1, 3 and 5; Article 9 – Sections 1 and 2 of the Fraternal Order of Police Local 50 collective bargaining agreements will be considered temporarily null and void during the period of time in which this MOU is active and agreed upon. In short, a "normal" workday will be a 10 hour shift therefore there will be no overtime compensation paid for the 9th and 10th hour. Any time worked outside of an employee's regular 10 hour/day work schedule will be considered overtime and will be compensated at a rate or means outlined in the collective bargaining agreements.



*The Town of Greenfield is an Affirmative Action/Equal Opportunity Employer,
a designated Green Community and a recipient of the "Leading by Example" Award*

Starting March 1st and staying in effect until the termination of this agreement, all Police bargaining unit employees will receive an additional \$300.00 per week or \$600.00 per pay period as compensation for the inconvenience the change in the work schedule has created. Additionally, those bargaining unit members assigned to the "first shift" portion of the 4 on – 4 off work schedule will be paid the contractually agreed upon evening shift differential and those assigned to the second shift of the 4 on – 4 off work schedule will be paid the contractually agreed upon overnight shift differential, as outlined in Article 8 sections 2 and 3 of both the MassCop 470 and FOP 50 Collective Bargaining Agreements, for the days they physically work while this MOU remains active.

The Unions understand that there may be instances whereas force-ins or holdovers will be required however they agree to deal with these issues on a case by case basis as they arise.

Current members of the Detective Bureau, Officers assigned to specialty positions and Officers assigned to an administrative schedule will maintain their current schedules.

This temporary MOU will remain active until the Chief of Police is able to fully re-staff the overnight shift or until June 30th 2023. In the event staffing has not been replenished by June 30th 2023 a reopener for this MOU can be considered by all parties.

Signed: Chad Powell
 Chairman FOP Local 50

Signed: [Signature]
 Chairman MassCop Local 470

Signed: R.H. Haigh Jr.
 Robert H. Haigh Jr. - Chief of Police

Signed: Roxann Wedegartner
 Roxann Wedegartner – Mayor of Greenfield

