

**BOARD OF SELECTMEN
EXECUTIVE SESSION
MINUTES JANUARY 28, 2016
APPROVED & RELEASE**

Present: John G. Petropoulos, Chair; Anna Eliot, Vice Chair; Stuart M. Schulman, Clerk; Joshua A. Degen

Absent: Peter Cunningham

Also Present: Mark Haddad, Town Manager; Dawn Dunbar, Executive Assistant

Mr. Degen at 8:30pm moved to enter into Executive Session pursuant to M.G.L, c.30A, §21, Clause 2 "To conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel" relative to the Town Manager's contract and not return to open session. Mr. Cunningham seconded the motion. Roll Call: Eliot-aye; Degen-aye; Cunningham-aye; Schulman-aye; Petropoulos-aye.

Mr. Petropoulos called the meeting to order at 7:36am.

Mr. Degen moved to enter into executive session pursuant to M.G.L, c.30A, §21, Clause 2 "To conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel" relative to the Town Manager's contract and to not return to open session. Mr. Schulman seconded the motion. Roll Call: second. Roll call: Degen-aye; Eliot-aye; Schulman-aye; Petropoulos-aye

Mr. Degen handed out an analysis of what they had proposed versus what Mr. Haddad had presented. He said that their average yearly increase was 3%. He said that year 1 of Mr. Haddad's proposal called for a 7.7% increase; year 2 was 7.1% and year 3 was 6.6% in his salary and with other extras he was asking for totaled in year 1 a 14.7% increase; year 2 a 14.3% increase and year 3 a 13.9% increase. Mr. Degen said that the \$100,000 life insurance policy, one week buyback of vacation time and additional personal day were all good concessions against the additional 10% that they want on health insurance. Mr. Petropoulos agreed with Mr. Degen. Mr. Petropoulos said that the average employee raise was 3.3% and added he didn't think Mr. Haddad saw the memo that they were trying to keep spending at 2.2%. He said that the Town had a tremendous turnout of people that didn't want to see him back as Town Manager adding that if they wanted to make headway on personnel costs they would be setting up an example that couldn't live up to.

Mr. Schulman said that this was obviously Mr. Haddad's first shot out of the bow and did not present an acceptable request. He said that they needed to figure out where they were going next. Ms. Eliot said that it was obvious to her that Mr. Degen and Mr. Petropoulos had discussed Mr. Degen's analysis in advance. Mr. Petropoulos said that he did not know anything about this analysis adding her comment made her look foolish. Ms. Eliot said that it was obvious Mr. Degen and Mr. Petropoulos wanted Mr. Haddad out of here. Mr. Petropoulos adamantly disagreed with Ms. Eliot. Ms. Eliot said that she was mind blown at the fact that they were wanting to go backwards in what they were trying to achieve here. Mr. Degen said that it was his analysis. Ms. Eliot said that Mr. Petropoulos agreed with it 100% very quickly. Mr. Petropoulos said that he liked the analysis. Mr. Schulman said that he knew Mr. Petropoulos would like it adding he didn't particularly like it. He said that they needed to come up with what they were going to counter offer adding it needed to be different than what they made the first time. Mr. Degen said that he was trying really hard to bite his tongue over the accusations and aspersions made by Ms. Eliot right then. He said that he wrote the analysis that morning while sitting in the parking lot of Legion Hall at 6am that morning and emailed it to himself at 7:05am. He said that the analysis was based on Mr. Haddad's proposal for demonstration purposes only. He said that Mr. Haddad had been told to keep spending at 2.2%. Mr. Degen said that Mr. Haddad's comments at their prior Executive Session about reopening the contracts to achieve equality had stuck with him. Ms. Eliot asked if he was using numbers that could be absent of many other factors in coming to the analysis. She thought that they were trying to nickel and dime this. Mr. Degen said that he didn't look at the salary survey except for the average salary. He said that he felt based on their size community and budget that Mr. Haddad was slightly ahead of the curve. He said that the numbers were a statement of fact and what Mr. Haddad was requesting. Ms. Eliot said that she knew they would like to set as a policy added they had not done so with the Finance Committee, Finance Team, etc. and didn't think it was fair to criticize and employee for wanting to not have this in his contract. Ms. Eliot apologized for making accusations earlier.

Mr. Schulman said that he would like to move forward. He suggested that the health insurance contribution be – year 1 20%; year 2 25%; year 3 30%. He said that it would be 20% in the one year contract. Mr. Petropoulos asked if they were staying at the 1 ½%. Mr. Schulman said they could add a potential bump in the bonus. Mr. Petropoulos asked if life insurance was staying on the table. Mr. Degen said that he was okay with the vacation buyback. Mr. Petropoulos said that a vacation buyback would cost them more. Mr. Degen said that was not correct as they would be paying it anyway and would be banked away. He said it was a contingent liability. Mr. Petropoulos said that there was a bank of vacation time with a cap and if they instituted a buyback they would have allowed the payout of every week's vacation. Mr. Schulman said that it was one week a year. Mr. Petropoulos said that capping vacations makes sure you don't accrue these days over the cap. Mr. Degen said that they had an employee who doesn't take 4 weeks' vacation a year. He said that they have an employee with a good work ethic and thought this was an easy give. Mr. Schulman told Mr. Petropoulos this was simpler than he was making it. Mr. Degen agreed adding this was an easy concession.

Ms. Eliot said she thought they wanted to start with the top with health insurance but added they wanted to be able to attract good managers in the future and thought this was demeaning. Mr. Petropoulos said he didn't see it as demeaning. Ms. Eliot said that they had a discrepancy with the salary calculations and thought the little things were impeding the process. She said that she would like to sit down with Mr. Haddad and discuss them. She said that they as a body were unable to do that as they were coming from all different directions. Mr. Degen asked her what she would offer. Ms. Eliot said that the major issue was the salary and the money Mr. Haddad was making. She said that he knew his figures but was a little bit unrealistic. Mr. Schulman said that he got the impression Mr. Haddad wasn't biting at the 1 year contract. Ms. Eliot said that they were back where they started then. She said that she would propose leaving a gradual increase in health insurance, agreeing to the vacation buyback, and added that they were a long way from identifying what their policies were going to be. Mr. Degen said that they were the chief policy setting board of the Town. Ms. Eliot said that they were starting in that direction but were not there yet. Mr. Degen said that he was ready. Ms. Eliot said that she as trying to put into context. Mr. Schulman said that Mr. Haddad's proposal did not include a bonus for meeting objectives adding they were not comparing apples to apples.

Mr. Petropoulos said that they were proposing a 2-4% increase every year. Mr. Schulman said that the health insurance in one year was a wash. Mr. Degen said it was not a wash but a .5% gain. He said that in order to move this forward he liked the idea of health insurance being a graduated increase but would rather see it be 23% in year 1, 27% in year 2 and 30% in year 3. He said that he thought there should be some movement in year 1. He said that as far as compensation went in the 3 year contract he suggested increasing the bonus pool to 3% of the year one salary but didn't think they should move on the 1.5% raise. He said that year 2 bonus pool could be 3%, and the same with year 3%. Mr. Degen said that year 2 and 3 salary increase could be tied to the average growth but no less than a 1.5% increase. He said that if there was no growth statewide there was still a 1.5% on the table. Mr. Petropoulos said even if people paying him (taxpayers) were not getting increases. Mr. Schulman said that that comment made no sense and what was getting him going. He told Mr. Petropoulos that he would not sit there and tell them that people were not seeing raises. Ms. Eliot said that she was looking at future prospective managers and didn't think they would receive quality ones if they reduce the quality of the offer. Mr. Degen said that he agreed with both of Ms. Eliot and Mr. Schulman in principal and the reason he was softening his position. He said that the guaranteed 1.5% or no less was tied to the index was guaranteeing a raise regardless of what the index says. Mr. Petropoulos said that they had basically replicated the union contract. Mr. Degen said that he was trying to be cognizant of what they were doing knowing that they have a capable manager regardless of any past history he and Mr. Haddad had had.

Mr. Schulman said that they could raise the bonus to 3% on the 3 year contract adding that they needed to raise it on the 1 year contract. Mr. Schulman said that they needed to make the 1 year contract better and suggested raising the bonus up to 4% from 3%. Mr. Degen suggested increasing the salary raise to 1.75% from 1.5%. Mr. Petropoulos said that they needed to define the final end point. Mr. Schulman said he was not sure he agreed. He said that that the final end point was to negotiate a contract under conditions that were acceptable to the Town Manager and as economical to them. Mr. Petropoulos said that they were accepting to be pushed to where they would end up. Mr. Degen said that they came in with what they thought was a fair deal and Mr. Haddad came in with his wants and desires. He said that they needed to set the ceiling for the max amount they would give in this next offer. Mr. Schulman said that they agreed to three go rounds in the ground rules. Mr. Degen said that didn't mean they needed to go up each time.

Mr. Petropoulos said that he was not interested in upping the salary in the one year contract. He said that it would be offset with the increase in health insurance contribution. He said that he was good with moving the contribution to 23% to show trends. He suggested reducing the salary increase to 1.5%. Mr. Degen said that Mr. Petropoulos was nickel and diming things. Mr. Schulman said that Mr. Petropoulos's statement about inexperience with negotiations was holding true. Mr. Schulman said that that offer would be a nonstarter. Mr. Degen said that he agreed with Mr. Schulman. He said that this was not a profit making company.

Mr. Schulman proposed the following:

3 year Contract – Year 1 salary increase equal to 1.5% - health insurance contribution 23%; bonus 3% of year one salary in meeting objectives. Mr. Petropoulos said that they had reduced health care by 2/3's but not the salary. He said that this was a 2% growth in their offer. Mr. Schulman said that was what he was proposing. Mr. Degen said that the bonus would go to 3% in all 3 years.

Mr. Schulman continued with year 2 - compensation based on index they decided on but no less than 1.5%; 27% contribution on health insurance and 3% bonus based on meeting objectives

Mr. Schulman said that Year 3 was the same compensation increase based on index but no less than 1.5%; 30% contribution on health insurance and 3% bonus based on meeting objectives.

Mr. Schulman said that the 1 year contract proposal would have a health insurance contribution of 23% and the bonus would go to 4% and compensation 1.75%.

Mr. Petropoulos said that they were reducing health care costs but increasing others. Mr. Schulman said that they were but this was part of negotiations. Mr. Degen said it was increasing their objective. He said he thought they would want to sweeten the one year deal adding Mr. Petropoulos wanted the one year contract.

Mr. Degen said that as far as the other requests made by Mr. Haddad went, it was a no on the car allowance, a yes on the vacation buyback; the severance request would be based on the Charter Committee's recommendation; a yes on the life insurance; and a no on the 5 weeks' vacation. Mr. Degen said that they needed to discuss the additional personal day. He suggested they walk into negotiations holding onto the personnel day adding it would be a no right now but that it left them room to soften their position based on discussions.

Mr. Petropoulos said that they needed to also discuss the index. He said that he would like to have Ms. Doig work with the Personnel Board on what index they would recommend. He said that it should be an index that provided good local examples that provided for salary growth; maybe something that was defined by the State. Mr. Schulman said he wasn't sure he wanted to base it on the State. Mr. Petropoulos said that the Personnel Board could probably come up with a county index. Mr. Schulman said he was worried about the practical aspects of this.

Mr. Degen moved that they move forward with the second contract proposal as outlined by Mr. Schulman. Ms. Eliot seconded the motion. Roll Call: Degen-aye; Schulman-aye; Eliot-aye; Petropoulos-nay

Mr. Haddad entered the room at 8:35am.

Mr. Schulman said to Mr. Haddad that they had considered his proposal and had discussed theirs. Mr. Schulman asked Mr. Haddad for a word copy of his if possible. He said that there were still two options on the table; a 3 year contract and a 1 year contract. Mr. Schulman reviewed the 3 year contract. (see attached). Mr. Schulman reviewed the one year contract. (see attached). Mr. Schulman said that they did not agree with the car allowance; they agreed with the vacation buyback; they would agree to the severance pay but only depending on the recommendation made by the Charter Committee; they did not agree with the 5 weeks' vacation; they would agree to the life insurance policy; and they could not agree to the extra personal day at this time.

Mr. Haddad said that Kevin Kelly was currently earning \$162K adding that he was only the 6th highest paid person in the Town. He said that he didn't get compensated for overtime like the police do adding that he had provided them with salary numbers and gone over them with the Board. He said that employees were getting 5 weeks' vacation and were not causing trouble. He said that unions were getting 5 personnel days and didn't think it was fair that had been

rejected. He added that the Board also wanted him to pay more in health insurance which wasn't fair either. He told the Board that he was not interested in a one year contract and thanked them for offering an alternative.

Mr. Haddad said that he would be willing to go to 30% contribution in health insurance if they meet his \$140K request in salary. He said that they had a school superintendent and light department manager that were given car allowances. The police chief, fire chief, DPW director and deputy chief all had take home cars. He said that all contracts he looked at had car allowances. Mr. Haddad said that the Carver Town Manager's base salary was \$121K but he also had deferred compensation which he takes as part of his salary and a car allowance he takes as part of his salary which brought him up to \$140K/year. He said that \$6,500 might be unreasonable at this time but the Board wanted an increase in health insurance contribution. Mr. Haddad said that he had a hard time with the salary study that was done and with the Town Manager being the 6th highest paid employee in the Town.

Mr. Schulman said that Mr. Haddad would like to have the same health insurance contribution as other employees adding he was in an odd position where he would be negotiating with employees soon and presumably at that time their position would be for a larger contribution from the employees. Mr. Haddad said that contract negotiations were not a place where you make a demand and the employees take it. He said that it was a process of give and take and needed to be massaged. He said that a higher contribution would be a pay cut for the employees adding they will want hard money in order to get them to agree. He said that if he were to tell them the Town Manager was already at 30%, they might play ball but with a 1.5% increase like they are proposing for him, they won't take it. Mr. Schulman asked if it made sense for them to move to 30% and tinker with the compensation. Mr. Haddad said he would be willing to discuss that. He said that he was not like other employees adding he was reviewed by the Board weekly. He said that if he didn't meet objectives, he would no longer be here. He said that he didn't like the performance bonus. Ms. Eliot said that they were getting flack about that being in the contract. Mr. Haddad said that people forget about the steps that used to be guaranteed for the employees. Mr. Schulman said that they were trying to set precedence here. Mr. Degen said that this was a team; the taxpayers and the employees adding there was only so much you could tax.

Mr. Degen said that he did a thorough analysis of Mr. Haddad's proposal. He said that Mr. Haddad was looking for an increase of 7.7%, 7.1% and 6.2% plus other things you asked for throughout 3 years. He said that if you were to add everything in Mr. Haddad's proposal those were increases of 14.7%; 14.2%, and XXX over 3 years. Mr. Haddad said that he knew the Board would come in low and the reason he came in high. He knew they would end up meeting somewhere in the middle. He said that he was always hearing how well the light department was run adding that when he came to Town, they were an A-1 community. He said that they were now a AAA bond rated community adding everyone was facing a stability issue. He said that with that said, the light department general manager was making \$31K more per year to manage one department. Mr. Schulman said that 1/3 of the MBTA was making over \$100K and couldn't base his thoughts on what others were making. Mr. Degen said he knew it was difficult to look at others were making but added if they look at his position they needed to look at comps similar to that position and discard everyone else. He said that Mr. Haddad produced a document and choose what he did along with recommendations made by the Personnel Board and input from the HR Director. He said that he didn't think a number of variables were taken into consideration. Mr. Degen said that everyone had their own prospective and they found themselves at a financial crossroad that was spiraling out of control. He said that school spending was trying to get back up to where they thought they should be and they as an elected board had to offer something in the best interest of the tax payer. He said he was hoping for a trickledown effect adding this was where teamwork would come into play. Mr. Degen said that he was in good faith trying to negotiate a contract that's fair to all. He said that they have one more bite at this apple.

Mr. Petropoulos said that the average employee gets a 3.3% increase in 2017. He said that he wanted their growth with their Town Manager to be in line with the average employee and that they were managing costs. Ms. Eliot said that they were talking about their manager and not the average employee. She said that she understand the direction but thought this was something that would be set as a policy with the Finance Committee. She said that she had a problem trying to hold to a standard that hasn't been established adding this position could not act like a sacrificial lamb. She said she was not saying they should grant raises Mr. Haddad was asking for but they needed to not throw out the qualities they aspire to.

Mr. Haddad said that he understand them and respected what they were saying. Mr. Haddad asked them to think back 2 years ago when they had a major budget crisis. He said that the School Committee brought in a new

superintendent and paid her more than the current one. He said that the Business Manager was given more duties and given a big raise. He said they thought it was important to retain what they had. He said that the Board needed to look at who they wanted to lead the Town adding based on their proposal, he didn't think they wanted him in the position anymore. He said he wanted to know if they wanted him to continue on as Town Manager or not. Mr. Petropoulos said he hoped he made it clear he wanted Mr. Haddad there as Town Manager. He said that if you looked at the average salary and the message it sends, this was the proposal he wanted. He said that he wanted Mr. Haddad here doing the best job he knows he can do.

Mr. Degen said that a 4.5% increase in compensation had been put on table less \$1,800 for health insurance. Mr. Haddad said that he was on a single plan. Mr. Petropoulos said that 1.5% was offset to a family plan. Mr. Degen asked what a couple of things would be that Mr. Haddad could live without. Mr. Haddad said that the 3 important things to him was the salary, vehicle allowance and vacation week. Mr. Degen asked why is was not in their best interest to put meeting goals in there. Mr. Haddad said that he thought they already did that. He said that they established different goals this year; that they were published on the website adding he was already treated differently.

Ms. Eliot said that they already said no to the car allowance and vacation buyback and asked if those were things they could work with. Mr. Degen said it would his life choice to live where he does. Mr. Haddad said it was his opinion and estimation that he was underpaid in his position. He said he was disappointed in the Personnel Board for not picking towns similar to Groton and with similar duties. He said that on the survey he provided the Board, the ones highlighted in yellow were towns they didn't compare. He said that the Town Administrators did not have appointing authority and didn't develop initial budgets. Mr. Schulman said that this whole study issue has been an exercise that could go on forever and say nothing. He said that you can make salaries say what you want them to say adding he thought Mr. Haddad's salary was in the ballpark. Mr. Degen said that if they wanted to break impasse, they would like to see a realistic proposal from Mr. Haddad. Mr. Haddad said that he would have one for Monday night's meeting. Mr. Petropoulos asked if he was willing to waive health care and get some compensation in his salary for it. Mr. Haddad said it was an interesting component and something he would need to discuss with his wife.

Mr. Degen moved to adjourn at 9:18pm. Ms. Eliot seconded the motion. Roll Call: Eliot-aye; Degen-aye; Petropoulos-aye; Schulman-aye

Approved: _____
Stuart Schulman, Clerk

respectfully *submitted*,
Dawn Dunbar
Executive Assistant to the Town Manager

Date approved: 3/21/16

Second contract offer(s)

1/28/16

Option 1 - 3 yr contract

Year 1.

Comp. 1.5%

Health Ins. 23%

Bonus 3% of year 1 salary based on meeting objectives

Year 2

Comp: Index but not less than 1.5%

Health ins 27%

Bonus 3% based on meeting objectives

Year 3

Comp: Index but not less than 1.5%

Health ins 30%

Bonus 3% based on meeting objectives

Option 2: 1 year contract

Comp: 1.75%

Health ins 23%

Bonus 4% based on meeting objectives

CAR: No

Vacation buy back: Yes

Severance: based on charter

5 weeks vacation: No

Life insurance 100k: Yes

1 additional personal day: No

Alina

Memo

To BOS

From Stuart Schulman

Date 1/25/16

Subj Town Manager Salary Proposal

BOS discussed two options. Option 1 involves a 3 year contract, Option 2 a 1 year contract. The following outlines each option. Suggested course of action – Town Manager to review this proposal and then provide feedback as to which course to pursue.

Option 1 - 3 year contract

Year 1

Compensation: Salary increase equal to 1.5% of current salary

Health Insurance: 30% employee contribution

Bonus: 2% of year 1 salary, based on meeting performance objectives.

Objectives in question are those already negotiated with BOS.

Objectives would weigh equally, so, for example, achieving 6 of 8 objectives would result in a 1.5% bonus.

Bonus does not increase salary, it is a one time payment.

Year 2

Compensation: Salary increase equal to Massachusetts average year over year income growth

Health Insurance: 30% employee contribution

Bonus: 2% of year 2 salary, based on year 2 objectives, analogous terms to above.

Year 3 Analogous to year 2

Option 2 – 1 year contract

Compensation: Salary increase equal to 1.5% of current salary

Health Insurance: 30% employee contribution

Bonus: 3% of salary, analogous terms as above.

CAR NO
Health Insurance YES
VACATION BUY-BACK YES
Severance - based on Charter

Dawn Dunbar

From: Josh Degen <josh@joshdegen.com>
Sent: Thursday, January 28, 2016 7:30 AM
To: Dawn Dunbar
Subject: Fwd: Analysis of Mark's Contract Proposal

Josh Degen

Begin forwarded message:

From: Josh Degen <josh@joshdegen.com>
Date: January 28, 2016 at 7:05:52 AM EST
To: Josh Degen <josh@joshdegen.com>
Subject: Analysis of Mark's Contract Proposal

Mark has received an average increase in yearly salary of 3% in all of his past contracts.

Our proposal translates to up to a 3.5% first year increase then potentially more in the subsequent two years should he elected to accept the 3 year deal. The proposed salary is in line with other Town Manager contracts including the 70/30 health insurance split.

Mark proposes the following.

- A) Year one increase of 7.7%, year two increase of 7.1% and a year three increase of 6.6%.
- B) An additional one week of vacation at the 1st year proposed salary is an increase of \$2,700.00 or 2% above current year salary. Then the percentage escalates over years two(\$2,884.00 or 2.2% over current salary) and three(\$3,077.00 or 2.3% above current salary).
- C) A yearly mileage allowance of \$541.66 x 12 or \$6,500.00 per year. This translates to an additional 5% increase over current year salary.

Collectively this equals the approximate yearly increase as follows:

1st year 14.7%
2nd year 14.3%
3rd year 13.9%

I think his request of \$100,000.00 life insurance, one week vacation buy back and an additional personal day are a good concession balanced against the additional 10% that we want on his health insurance.

I do think that we should incorporate the language for the grievance procedure.

I do not agree with the change from four to six months for severance in the event of involuntary termination without cause.

We must stand firm as his request is not consistent with other TM salaries nor previous increases. Furthermore it is way out of line with our instructions to hold increases to 2.2%.

Personnel Board Salary Survey
January 28, 2016

TOWN	POSITION	SALARY*	OTHER COMP.**	CONTRACT YEARS	HOW LONG IN POSITION	BUDGET	RESIDENTS	HEALTH INS. EMPLOYEE %
HULL	TM	\$ 171,404.00	No additional benefits	3	8	T:10,005,560 S: 14,436,980	10,332	25
TYNGSBORO	TA	\$ 117,000.00	25 days vacation and sick; \$3,000 health benefit if he does not take the town's health insurance;\$2,500 per year for personal business expenses, including mileage and personal cell phone use. \$2,000 per year for professional development.	3	1	T: 15,298,954 S: 19,703,779	12,054	30
NORFOLK	TA	\$ 150,000.00	\$1,000 disability insurance policy; 5% deferred comp.; \$600 per month vehicle allowance.	5	12	T:14,695,153 S:19,236,385	11,689	37
LEICESTER	TA	\$ 111,981.00	5 weeks vacation; \$4,000 Deferred Comp.;Professional expenses \$400 per month for personal vehicle,technology devices, educational expenses.	4 1/2	7 months	T: 9,987,034 S: 15,748,000	10,800	30
WINCHENDON***	TM	\$ 120,000.00	\$300 per month for vehicle allowance	3	2 months	T: S:	9,600	40
PEPPERELL	TA	\$ 106,087.00	\$1,000 if he takes a single plan; \$2,000 if he takes no health with the town:	3	1	T: 7,848,459 S: 14,430,551	11,800	30
WRENTHAM	TA	\$ 98,500.00	\$5,000 additional comp when project are complete	3	3	T:19,045,920 S: 20,633,080	11,549	25
PALMER	TA	\$ 128,600.00	\$50 for local travel; \$40 per month for phone \$5,000 if goals are complete	3	5	T: 18,363,210 S: 17,068,682	12,000	25
OXFORD	TM	\$ 130,000.00	Town vehicle for personal use.	3	1	T: 16,439,487 S: 17,886,388	13,806	25
HOLBROOK	TA	\$ 128,600.00		3	1 month; previous TA 4 years	T: 18,016,867 S: 15,017,647	10,952	10
LUNENBURG	TM	\$ 125,000.00	\$2,500 payment to supplemental retirement plan.	3	9	T: 17,119,067 S:18,314,570	10,969	25
LITTLETON	TA	\$ 122,649.00	Performance bonus in addition to COLA.	3	8	T: 23,209,631 S: 18,817,245	9,246	30
CARVER	TA	\$ 121,698.00	\$350 per month car allowance	4	2	T: 11,265,285 S: 21,954,223	11,494	25
MAYNARD	TA	\$ 107,500.00	\$9,100 Car Allowance; 12% of salary in deferred comp that can be added as salary at the Administrator discretion	3	2	T: 20,581,085 S: 16,940,902	10,370	25

TOTAL AVERAGE	\$ 124,215.64	Avg \$3,500**				T: 15,528,901 S: 17,706,802 ****	27.3%
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GROTON	TM	\$ 130,000.00	4 weeks vacation	3	7	T: 14,517,994 S: 18,862,805	11,115	20
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* All salaries are current for FY16

** Bud Robertson calculated this number based on all expenses except deferred comp

***Town of Winchendon has not replied back with the breakdown of their budget. \$30,844,683

**** Jack Petropoulos calculated this number from the data in the Budget Columns (See the 'Budget Calcs' tab)

TOWN	POSITION	SALARY	COLLEGE ADJ.	2017 ACT. VET. (CUM IN POS)	BUDGET	RESERVE	UNION	2017 ENROLL	2017 INCORPORATED	2017 FTE	2017 CUM. INCORP. RATING	TW HEALTH INS. %	TH HEALTH INS. %
MILL	TM	\$ 171,400.00	Additional benefits	3	8	T10,000,500 T0,312	5	1,967	\$ 55,470.00	T14,519.00	AA	28	25
LINCOLN	TA	\$ 165,000.00	No	3	20	T1,315,975 6,565	3	887	\$ 137,260.00	T14,820.00	AAA	40	40
CHASSIST	TM	\$ 138,616.00	Additional benefits	3	2	T1,005,188 6,773	7	1,550	\$ 96,290.00	339	AA+	DOES NOT HAVE	
WYOMING	TA	\$ 150,000.00	vehicle	5	12	T14,095,159 11,699	5	1,671	\$ 42,600.00	200	AA+	37	37
GRANDVIEW	TM	\$ 140,000.00	biomonitor	3	2	T12,634,859 6,234	5	2,004	\$ 50,785.00	68	AA2	30	30
BRUNSWICK	TA	\$ 140,000.00	annual car	9	1 month work	T19,838,742 7,745	4	1,103	\$ 78,930.00	500	AA+	28	25
GRANTON	TA	\$ 134,000.00	\$2,500 for education	3	8	T24,317,871 13,155	6	3,220	\$ 41,230.00	T1,855,312	AA+	DOES NOT HAVE	
HANOVER	TM	\$ 131,975.00	performance bonus: \$480 per month	3	3	T1,247,725 12,280	4	2,632	\$ 46,134.00	300	AA2	50	50
BRIDGEMAN	TA	\$ 120,000.00	vehicle	5	8	T12,320,320 6,230	6	2,173	\$ 28,650.00	443	AA2	30	30
GRANTON	TA	\$ 120,000.00	Town	5	2	T20,893,483 12,639	6	2,113	\$ 59,610.00	T22,554.8	AA+	40	40
OXFORD	TM	\$ 110,000.00	vehicle for personal use	1	1	T1,164,487 11,805	3	2,088	\$ 25,780.00	85	AA3	25	25
MOONROCK	TA	\$ 103,000.00	performance bonus: \$2,500	3	1 month work	T1,187,078 10,952	5	1,338	\$ 26,140.00	300	AA+	10	10
LUNenburg	TM	\$ 122,000.00	performance bonus: 1 retirement plan. Performance bonus in addition to COLA	3	3	T17,110,027 10,839	5	1,725	\$ 31,347.00	35	AA+		
MILLBURY	TM	\$ 116,000.00	Town paid 30% of salary for 30% of salary. 30% side time for 1 month vehicle for personal use	3	8	T1,170,072 11,399	5	1,872	\$ 20,777.00	150	AA		
LITTLETON	TA	\$ 122,699.00	59.100 Car Allowance	3	5	T12,205,601 6,246	4	1,551	\$ 43,790.00	390	AA		
CANTON	TA	\$ 121,698.00	12% of salary in deferred comp that can be added to salary at the discretion of Administration	4	2	T1,150,529 11,484	5	1,751	\$ 27,217.00	T1,565,258	AA		
MALDEN	TA	\$ 120,500.00	Town paid 30% of salary for 30% of salary. 30% side time for 1 month vehicle for personal use	3	2	T1,205,108 5,079	5	1,446	\$ 35,692.00	T19,870.00	AA3		
MILLS	TA	\$ 115,400.00	Town paid 30% of salary for 30% of salary. 30% side time for 1 month vehicle for personal use	3	20	T1,057,008 10,47	5	1,573	\$ 37,065.00	75	AA3		
WYOMING	TA	\$ 117,957.00	biomonitor	3	3	T1,296,018 11,851	5	2,146	\$ 65,671.00	735	AA2		
ROSCOE	TA	\$ 118,400.00	3	3	5	T1,353,898 7,131	7	796	\$ 42,156.00	390	AA2		
WYOMING	TA	\$ 105,980.00	3	3	5	T1,307,522 6,131	7	1,388	\$ 67,510.00	48	AA4		
GRANTON	TA	\$ 105,980.00	3	3	5	T1,675,177 9,488	2	1,431	\$ 40,380.00	T18,0750	AA2		
TOTAL AVERAGE		\$ 135,108.50						5	45,319.82				

31.2% (1995 Contract & Grant)

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Initial Town Manager Salary Survey Data Pull
January 28, 2016

<u>TOWN</u>	<u>SALARY</u>	<u>BUDGET</u>	<u>RESIDENTS</u>	<u>UNIONS</u>	<u>JOB DESCRIPTION</u>	<u>Position</u>
Abington	\$140,000	\$ 42,832,094.00	15,985	5	See Charter	Town Manager
Ashland	\$145,000	\$ 50,000,000.00	17,000	4	See Charter	Town Manager
Athol	\$98,220-\$117,280	\$ 20,191,683.00	11,631			Town Manager
Auburn	\$142,000	\$ 52,341,748.00	15,473	11	See Charter	Town Manager
Bedford	\$173,482	\$ 41,535,239.00	14,000	6		Town Manager
Blackstone	\$104,000	\$ 55,513,338.00	9,000	4		Town Administrator
Boxford	\$108,076-\$141,773	\$ 28,835,614.00	8,807			Town Administrator
Brewster	\$150,000	\$ 21,500,000.00	10,000	4		Town Administrator
Charlton	\$117,345	\$ 23,763,703.00	13,000	4	See Attached	Town Administrator
Clinton	\$103,000	\$ 36,252,777.00	13,606	3		Town Administrator
Cohasset	\$148,000	\$ 70,000,000.00	7,800	7		Town Manager
Duxbury	\$132,275	\$ 69,400,000.00	15,000	7	See Charter	Town Manager
East Longmeadow	\$84,000	\$ 52,000,000.00	16,000	4		Town Administrator
Grafton	\$135,000	\$ 52,630,523.00	18,045			Town Administrator
Hanover	\$127,000	\$ 57,315,304.00	14,151			Town Manager
Hanson	\$107,625	\$ 21,607,000.00	10,208	5	See Attached	Town Administrator
Holliston	\$110,000-\$153,477	\$ 54,735,538.00	15,045	2	See Attached	Town Administrator
Hopkinton	\$159,000	\$ 70,000,000.00	16,400	6		Town Manager
Hull	\$156,336	\$ 35,139,761.00	11,600	5		Town Manager
Ipswich	\$120,199-\$140,000	\$ 50,308,072.00	13,545			Town Manager
Kingston	\$125,000	\$ 48,098,722.00	12,727			Town Administrator
Leicester	\$101,110	\$ 27,754,283.00	11,110			Town Administrator
Lincoln	\$161,027	\$ 35,603,756.00	6,503			Town Administrator
Longmeadow	\$119,648	\$ 63,095,691.00	15,835			Town Manager
Lunenburg	\$125,000.00	\$ 29,079,384.00	10,000	5	See Attached	Town Manager
Lynnfield	\$175,000	\$ 46,903,705.00	11,805			Town Administrator
Mashpee	\$140,650	\$ 55,614,284.00	14,006	5		Town Manager
Maynard	\$107,500	\$ 36,456,049.00	10,106	6	Not available	Town Administrator
Medway	\$156,000	\$ 53,291,933.00	12,864			Town Administrator
Millbury	\$122,000	\$ 38,000,000.00	13,261	5		Town Manager
North Reading	\$130,000	\$ 63,016,638.00	15,254			Town Administrator
Northborough	\$136,743	\$ 51,859,163.00	14,155	5		Town Administrator
Northbridge	\$117,953	\$ 44,471,233.00	15,917			Town Manager
Norwell	\$144,330	\$ 55,275,547.00	10,574			Town Administrator
Oxford	\$130,000-\$150,000	\$ 33,829,389.00	12,273	3		Town Manager
Palmer	\$123,500	\$ 33,000,000.00	12,000	7		Town Manager
Pepperell	\$125,000	\$ 26,171,000.00	11,500	4		Town Administrator
Raynham	\$103,064	\$ 40,000,000.00	13,500	5	See Attached	Town Administrator
Seekonk	\$125,000	\$ 45,000,000.00	14,000	6		Town Administrator
South Bridge	\$132,978	\$ 56,739,257.00	16,799			Town Manager
Southborough	\$139,025	\$ 46,839,530.00	9,767	3	See Attached	Town Administrator
Tyngsboro	\$100,000-\$120,000	\$ 30,000,000.00	11,000	5		Town Administrator
Uxbridge	\$117,500	\$ 38,500,000.00	13,507	4		Town Manager
Wayland	\$137,000	\$ 74,429,618.00	13,719	6	See attached	Town Administrator
Webster	\$125,000	\$ 45,000,000.00	17,000	6		Town Administrator
Weston	\$157,292	\$ 87,397,426.00	11,580	12		Town Manager
Westport	\$120,000	\$ 32,779,151.00	15,076	4	See Attached	Town Administrator
Westwood	\$126,978-\$158,579	\$ 74,547,544.00	14,061	11	See Attached	Town Administrator
Wilbraham	\$84,881-\$118,832	\$ 37,000,000.00	15,000	3	See Attached	Town Administrator
Winchendon	\$123,500	\$ 27,613,331.00	9,113	5		Town Manager
Wrentham	\$114,400-\$148,720	\$ 36,716,000.00	11,500	4	See Personnel Bylaws	Town Administrator

Town Manager Salary Survey - Budget Calculations
January 28, 2016

HULL	T:10,005,560 S: 14,436,980	10,005,560	14,436,980
TYNSBORO	T: 15,298,954 S: 19,703,779	15,298,954	19,703,779
NORFOLK	T:14,695,153 S:19,236,385	14,695,153	19,236,385
LEICESTER	T: 9,987,034 S: 15,748,000	9,987,034	15,748,000
PEPPERELL	T: 7,848,459 S: 14,430,551	7,848,459	14,430,551
WRENTHAM	T:19,045,920 S: 20,633,080	19,045,920	20,633,080
PALMER	T: 18,363,210 S: 17,068,682	18,363,210	17,068,682
OXFORD	T: 16,439,487 S: 17,886,388	16,439,487	17,886,388
HOLBROOK	T: 18,016,867 S: 15,017,647	18,016,867	15,017,647
LUNENBURG	T: 17,119,067 S:18,314,570	17,119,067	18,314,570
LITTLETON	T: 23,209,631 S: 18,817,245	23,209,631	18,817,245
CARVER	T: 11,265,285 S: 21,954,223	11,265,285	21,954,223
MAYNARD	T: 20,581,085 S: 16,940,902	20,581,085	16,940,902

15,528,901

17,706,802