

**BOARD OF SELECTMEN  
EXECUTIVE SESSION  
MINUTES MARCH 9, 2016 – SESSION #1  
APPROVED & RELEASE**

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

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

Mr. Petropoulos called the meeting to order at 7:30am.

*Mr. Degen moved to adjourn to Executive Session pursuant to MGL c.30A, §21, Clause 2 in order to discuss contract negotiations with Mr. Haddad and for a second Executive Session under the same clause to discuss the Police Chief's contract negotiations. Mr. Cunningham seconded the motion. Roll Call: Cunningham-aye; Degen-aye; Eliot-aye; Petropoulos-aye; Schulman-aye*

Mr. Cunningham said that in the last Executive Session they agreed to a tentative agreement with the Town Manager adding that Mr. Schulman had forwarded the Board the updated spreadsheet. Mr. Schulman said that there was a slight mistake in years 2 and 3 but only affected the total package numbers not the percentages. Mr. Cunningham asked if the total for the next year was \$6,612. Mr. Haddad said that was correct. He said that the Board's next step was to vote to adopt the tentative agreement and vote to ratify the contract on Monday if they choose to.

*Mr. Cunningham moved to adopt this proposed contract. Ms. Eliot seconded the motion.*

Mr. Degen said that he wanted to see the annual salary held to 2.2% based on the guidelines given to the Town Manager. Mr. Petropoulos agreed. Mr. Haddad said that individuals were receiving more than 2.2% and he thought to hold the Town Manager to an arbitrary number was not fair. Mr. Cunningham said that Mr. Degen and Mr. Petropoulos's comments were duly noted adding it had been discussed at length before.

*The motion carried 3-2 in favor with Degen and Petropoulos voting in opposition.*

Ms. Eliot said that Monday's agenda was going to be a long agenda and asked they there be no political performance at the meeting. She asked people to keep their comments about the contract professional, short and concise.

*The meeting adjourned to a second executive session at 7:50am.*

Approved: \_\_\_\_\_  
Stuart Schulman, Clerk

\_\_\_\_\_  
respectfully submitted,  
Dawn Dunbar  
Executive Assistant to the Town Manager

Date approved: 3/21/16

## BOS Proposed Contract Offer

22-Feb-16

<u>Item</u>	<u>Current</u>	<u>Year 1</u>	<u>Addl town Cost</u>	<u>Percent Change</u>
Annual Salary	\$ 130,080	\$ 133,982	\$ 3,902	3.0%
Car	\$ -	\$ 2,100	\$ 2,100	
Life Insurance	\$ -	\$ 610	\$ 610	
Health Insurance		-	\$ -	
Total Package	\$ 130,080	\$ 136,692	\$ 6,612	5.08%

<u>Health Ins.</u>	<u>Cost</u>	<u>TM Cost</u>	
Year 1	\$21,000	\$0	20%
Year 2	\$22,890	\$1,145	25%
Year 3	\$24,950	\$2,495	30%

<u>Item</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Addl town Cost</u>	<u>Percent Change</u>
Annual Salary	\$ 133,982	\$ 138,002	\$ 4,019	3.0%
Car	\$ 2,100	\$ 3,250	\$ 1,150	
Life Insurance	\$ 610	\$ 610	\$ 610	
Health Insurance	-	\$ (1,145)	\$ (1,145)	
Total Package	\$ 136,692	\$ 140,717	\$ 4,635	2.94%

<u>Item</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Addl town Cost</u>	<u>Percent Change</u>
Annual Salary	\$ 138,002	\$ 140,072	\$ 2,070	1.5%
Car	\$ 3,250	\$ 4,500	\$ 1,250	
Life Insurance	\$ 610	\$ 610	\$ 610	
Health Insurance	\$ (1,145)	\$ (2,495)	\$ (2,495)	
Total Package	\$ 140,717	\$ 142,687	\$ 1,435	1.40%

Total, All Years 9.69%

### Other items

Severance: Will change to 6 months if Charter changes to allow removal of TM by majority vote

5 weeks vacation: Yes

1 additional personal day: Yes

Grievance Procedure, pending resolution of potential conflict between TC opinion and Charter