



Approved: 2/21/2017

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BOA Executive Session ó 4/19/2016 @ 8:47 A.M.

The Executive Session of the meeting was called to order at 8:47 a.m.

Attendees: P. Barbieri, J. Cronin, B. Loughlin

Other Attendees: K. Peirce, D. Clarke

- Mr. Barbieri explained the communications he provided and received from the Attorney General's Office relevant to the authority of the Board to enter into Executive Session. Specifically, Mr. Barbieri advised, based upon the fact that the matters involved employment terms and conditions, that the Attorney General's Office advised that Executive Session was proper.
- Mr. Barbieri up-dated the Board in regards to the communications with Mr. Clarke and the Town Administrator. Mr. Barbieri explained that he had completed a schedule for a financial payment to Mr. Clarke in excess of Mr. Clarke's entitlement for Fiscal Year 2017 under the Personnel By-Law. Mr. Barbieri provided the Board with a schedule showing Mr. Clarke's Fiscal Year 2016 Salary, Fiscal Year 2017 Salary and three (3) different proposed Fiscal Year 2017 salaries. Based upon an agreement for a step increase, to be effective upon Mr. Clarke's receiving certification (estimated in August), Mr. Clarke would receive a salary of \$49,070.70. Based upon a change in grade and placement to the maximum step upon receipt of Mr. Clarke's certification in August, the potential salary would be \$52,708.95. Finally, based upon a change in grade upon receipt of certification, with the establishment of a Step 5 and an additional step increase on Mr. Clarke's Anniversary Date, a salary could be established at \$50,941.31.
- Mr. Barbieri also advised that Counsel had raised concern that establishing changes in grades and classification could pose discrimination questions if there were other employees in a protected class with similar job responsibilities and qualifications. Mr. Barbieri also noted a communication from the Town Administrator relative to the fact that the Town has no Personnel Committee and any changes to the classification would need to be approved by the Town Administrator.

- Mr. Barbieri provided the Board with a different job classification for an Assessing Specialist to justify re-classification.
- The Board discussed meeting with the Board of Selectmen at their next meeting in connection with the salary adjustment. The Board voted to recommend a salary adjustment establishing a salary of \$50,941.31.
- Executive Session meeting adjourned @ 9:12 a.m. Mr. Cronin moved, Mr. Barbieri seconded, voted 3 ó 0.