

**JOINT EXECUTIVE SESSION between the BOARD OF SELECTMAN and the
HOLLISTON FINANCE COMMITTEE
MEETING MINUTES
March, 25 2014**

The Committee convened in Room 105 at the Town Hall at 9:30pm. Present from the Committee were Chairman Ken Szajda, Vice-Chair Michelle Zeamer, Dan Alfred, and Beth Liberty. Clerk Charles Kaslow, Bill Dowd and Brendan Shea were absent. Present from the the Board of Selectmen were Jay Leary and Kevin Conley. Paul LeBeau, Town Administrator, was also present.

Executive Session Notes

Mr. Alfred made a motion to enter into executive session to discuss strategy in preparation for the negotiation of non-union compensation issues; Ms. Zeamer seconded; followed by a roll call vote: Zeamer – yes, Alfred- yes, Liberty-yes, Szajda – yes.

Mr. LeBeau presented additional information detailing the Board of Selectmen recommendation to align non-union staff salaries with market medians outlined in the Stone compensation study. Projected costs are approximately \$54,657 for salaried employees and \$65,879 for non-salaried workers, for a combined cost of approximately \$112,000. Taking into consideration the 1% salary increases already projected in most departmental budgets, the net new impact to the budget is approximately \$79,000.

Mr. LeBeau, Leary and Conley requested that the FinCom indicate if they were generally supportive of the plan, so they could begin planning to educate/inform staff. Ms. Liberty, Ms. Zeamer, Mr. Szajda, and Mr. Alfred all indicated they were supportive of the proposal, provided that the overall budget could support it. Mr. LeBeau stated that he would like to educate the staff on proposed changes prior to the new wage information being made public. It was agreed that the matter would be brought up for public discussion at the next Finance Committee meeting using net numbers, without discussing any individual salary adjustments.

Ms. Zeamer made a motion to exit from executive session and return to open session at 10:08pm, seconded by Mr. Alfred, and followed by a unanimous roll call vote: Zeamer – yes, Alfred- yes, Liberty-yes, Szajda – yes.

Approved _____9/9/14_____

Released _____9/9/14_____