

**BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
FEBRUARY 25, 2014**

The Board entered into Executive Session at 8:35 p.m. in Room 105 at Town Hall with the Finance Committee for the purpose of discussing strategy with respect to bargaining with non-union personnel. Chairman Jay Leary, Clerk Jay Marsden, Messrs. Szajda, Alfred and Shea and Mesdames Zeamer Liberty of the Finance Committee and Town Administrator Paul Le Beau were present. Vice-Chairman Kevin Conley and Messrs. Dowd and Kaslow of the Finance Committee were absent.

The Selectmen presented a packet of information (attached) regarding proposed compensation for salaried and hourly non-union and non-school employees. They explained that they trended the Stone report data forward to FY14 and then put the positions at the midpoint of Stone's proposed ranges with some exceptions. The exceptions include the Health Director, the Police Chief, the Police Lieutenant, the Town Clerk, the Town Administrator and the Building Inspector. The Health Director, the Building Inspector and the Police Lieutenant are currently higher than the midpoint so they were unchanged. The Police Chief and the Town Administrator are below the midpoint based on their previously agreed compensation. The Town Clerk is at the one-third point. The estimated net financial impact is about \$100,000.

The Finance Committee suggested that the number of steps and the gaps between steps be tightened and that the steps be "remapped" to reflect the new rates. They indicated general agreement with the Selectmen's approach.

**AT 9:42 P.M., MR. MARSDEN MOVED, MR. LEARY SECONDED AND IT WAS VOTED BY ROLL CALL TO ADJOURN THE EXECUTIVE SESSION.**

	<b>AYE</b>	<b>NAY</b>
<b>Mr. Leary</b>	<b>X</b>	
<b>Mr. Conley</b>	<b>Absent</b>	
<b>Mr. Marsden</b>	<b>X</b>	

Respectfully submitted,

Approved:\_\_\_\_\_

Released:\_\_\_\_\_

Paul D. Le Beau, Town Administrator