

**BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
JANUARY 29, 2014**

The Board entered into Executive Session at 8:57 p.m. in Room 105 at Town Hall for the purpose of discussing strategy with respect to negotiations with non-union employees and collective bargaining strategy with the Laborers' Council. Chairman Jay Leary, Vice-Chairman Kevin Conley, Clerk Jay Marsden and Town Administrator Paul Le Beau were present.

The Board continued its review of proposed compensation rates for salaried and hourly employees. The Board asked that the scenario showing everyone at the Stone Consulting midpoint be modified to show the Town Clerk at the one-third point and the Town Planner at M-5. Mr. Leary noted that the Board would need to meet with the Finance Committee to go over the proposal and the financial impact, currently estimated at \$115,000.

Mr. LeBeau explained that a second mediation session was held with the Laborers' Council earlier in the day. The mediator has suggested that there could probably be a settlement for a one year agreement at about 2% for FY14. Mr. LeBeau noted that an unresolved issue was the Town's right to contract out department functions. The Council is also looking for big increases in longevity, uniform allowance and standby pay. Part of the problem is that the Water Department has added pay premiums unilaterally over the last few years. Labor Counsel is planning to meet with the Board next week to go over the issues in detail.

**AT 10:02 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>X</b>	
<b>Mr. Marsden</b>	<b>X</b>	

Respectfully submitted,

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

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

Paul D. Le Beau, Town Administrator