

**BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
MAY 15, 2013**

The Board entered into Executive Session at 8:25 p.m. for the purpose of discussing bargaining with non-union employees. Chairman Jay Marsden, Vice Chairman Jay Leary, Clerk Kevin Conley, Police Chief John Moore and Town Administrator Paul Le Beau were present.

The Board reviewed a memorandum from the Chief regarding a proposed renewal of his salary and benefits agreement for the period July 1, 2013 through June 30, 2016. The Chief indicated that he is prepared to serve for another three years and that based on comparisons to Holliston Sergeants and other chiefs, as noted in a memo dated May 10, he is seeking a salary of \$129,000. The Board indicated great satisfaction with the Chief's performance and the department's performance and said that the salary request was not out of line. One issue would be how to fund the additional salary and this would require a discussion with the Finance Committee. They asked the Chief to put together a list of accomplishments and initiatives and do an analysis of the FY14 budget. They indicated that they complete a formal evaluation and schedule a meeting with the Finance Committee.

Chief Moore thanked the Board and left the meeting at 9:05 p.m.

Mr. LeBeau said that he would be willing to sign a three year agreement if the Board is so inclined. He explained that he would reach the maximum retirement benefit on June 30, 2015 but he is not sure that he would leave at that time. He offered to include a six month notice provision in the event he chooses to leave before the end of the contract. Mr. Le Beau said that he was not seeking any additional compensation. The compensation and benefits study is still pending and there are several people whom he has told will have to wait until the study is formally reviewed before their compensation requests can be reviewed. It would be inappropriate for him to receive any adjustment in the meantime. Mr. Leary said the Town Administrator's compensation is well below the industry average in the area. Mr. Marsden said the message is that the Selectmen and the Finance Committee should address the compensation and benefits study. Mr. Conley expressed appreciation for Mr. le Beau's work.

**AT 9:20 P.M., MR. LEARY MOVED, MR. CONLEY SECONDED AND IT WAS VOTED BY ROLL CALL TO ADJOURN THE EXECUTIVE SESSION.**

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

Respectfully submitted,

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

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

Paul D. Le Beau, Town Administrator