

**BOARD OF SELECTMEN
EXECUTIVE SESSION MEETING MINUTES
JULY 24, 2013**

The Board entered into Executive Session at 8:22 p.m. for the purpose of discussing bargaining with non-union employees. Chairman Jay Leary, Vice Chairman Kevin Conley, Clerk Jay Marsden and Town Administrator Paul Le Beau were present.

The Board reviewed a memorandum from the Police Chief dated May 15, 2013, regarding a proposed renewal of his salary and benefits agreement for the period July 1, 2013 through June 30, 2016. The Board indicated great satisfaction with the Chief's performance and the department's performance. They reviewed his current salary and his salary and benefits agreement. Mr. Marsden suggested that, in keeping with sentiments expressed during discussions of the compensation and benefits study, the Board offer Chief Moore a salary of \$125,000 per year for the three years FY14 through FY16 and an opportunity to attend the Senior Management Institute for Police in 2015, all subject to funding by town meeting. Mr. Leary said he would communicate this to the Chief on July 25.

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 beyond the 1% increase for FY14 and suggested language that FY15 and FY16 compensation would be subject to future discussions. He noted that the proposed salary and benefits agreement would provide 30 days per year of paid leave in place of separate leave provisions for vacation, sick, personal, leaves of absence, bereavement and court leave. He would be allowed to carry over no more than 10 leave days from one year to the next. 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. CONLEY MOVED, MR. MARSDEN SECONDED AND IT WAS VOTED BY ROLL CALL TO ENTER INTO A THREE YEAR SALARY AND BENEFITS AGREEMENT WITH THE TOWN ADMINISTRATOR WITH AN FY14 SALARY OF \$106,458; FY15 AND FY16 COMPENSATION TO BE SUBJECT TO FUTURE DISCUSSIONS; 30 DAYS PER YEAR OF PAID LEAVE; AND A 6 MONTH NOTICE FOR SEPARATION.

	AYE	NAY
Mr. Marsden	X	
Mr. Leary	X	
Mr. Conley	X	

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**AT 9:15 P.M., MR. LEARY MOVED, MR. CONLEY SECONDED AND IT WAS VOTED
BY ROLL CALL TO ADJOURN THE EXECUTIVE SESSION.**

	AYE	NAY
Mr. Marsden	X	
Mr. Leary	X	
Mr. Conley	X	

Respectfully submitted,

Approved:_____

Released:_____

Paul D. Le Beau, Town Administrator