



EXECUTIVE SESSION MINUTES  
**BOARD OF SELECTMEN**  
Tuesday, May 11, 2021

**COPY**

RECORDED TOWN CLERK  
1:22 AUG 16 AM '21

Executive Session - 6:45 pm

Present: David Sheedy, Chairman; Peter Spagone Jr., Vice Chairman; Carole Julius, Clerk

Absent:

Others Present: Rebecca Johnson, Assistant to the Town Administrator and Board of Selectmen and John Clifford, Town Counsel

Chairman Sheedy announced the Selectmen were entering into Executive Session Pursuant to MGL Chapter 30A, § 21 (a)(2) To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel, IT Director, and return to open session.

Mr. Sheedy made a motion to move into Executive Session and return to open session. Mr. Spagone Jr. seconded. Roll Call Vote: Aye, Mr. Spagone Jr: Aye, Ms. Julius: Aye, Mr. Sheedy: Aye. All were in favor, 3-0

Mr. Clifford stated the purpose of this meeting was to discuss the IT Director contract. Mr. Clifford stated there had been a previous conversation on what to do with the Department Heads that don't supervise employees. He stated the Town will be moving in the direction of a personnel plan where Department Heads that don't supervise employees will fall under this, no contracts.

Mr. Clifford stated that one thing that isn't in any of the draft contracts is who they report to. He would like verbiage in the contract that they will report to the Town Administrator daily.

Mr. Clifford stated that verbiage regarding the Police Chief and Fire Chief reporting to the Town Administrator does not be in their contract. However, there should be language stating they need to keep the Town Administrator informed.

Mr. Clifford stated the Selectmen must have a larger discussion on how contracts are handled.

Mr. Clifford stated a sentence should be added to the IT Director contract; the IT Director, under the general direction of the Town Administrator and shall keep the Town Administrator informed regarding all projects, initiatives and serious issues that may arise.

The Selectmen were all in agreement with adding this to the IT Director Contract.

Mr. Spagone Jr. made a motion to adjourn from Executive Session and return to open session at 6:50 pm, seconded Mr. Sheedy. All were in favor, 3-0

Roll Call Vote: Ms. Julius: Aye, Mr. Sheedy: Aye, Mr. Spagone Jr.: Aye. All were in favor, 3-0

Executive Session - 7:20 pm

Chairman Sheedy announced the Selectmen were entering into Executive Session Pursuant to MGL Chapter 30A, § 21 (a)(2) To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel (Director of Assessing, Building Commissioner).

To discuss strategy with respect to collective bargaining (Clerical Union, Firefighters Local 2768) or litigation if

- an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares; will not return to open session.

Mr. Sheedy made a motion to move into Executive Session and return to open session. Mr. Spagone Jr. seconded. Roll Call Vote: Aye, Mr. Spagone Jr: Aye, Ms. Julius: Aye, Mr. Sheedy: Aye. All were in favor, 3-0

Mr. Clifford stated the purpose of the meeting was to conduct strategy sessions in preparation for negotiations with nonunion personnel and to conduct contract negotiations with nonunion personnel, Director of Assessing, Building Commissioner) and to discuss strategy with respect to collective bargaining (Clerical Union, Firefighters Local 2768)

There was a discussion regarding the Director of Assessing. Mr. Clifford that he will include language regarding reporting to the Town Administrator.

There was a discussion regarding the salary of the Director of Assessing. It was stated that the Director of Assessing took the 5%, 5%, 5% in her current contract. The Director of Assessing is requesting to carry over that salary into her base rate. Mr. Clifford stated this may be setting a bad precedent. He will send over his recommendations.

There was a discussion regarding the Building Commissioner. Mr. Clifford stated he was looking for about a \$9,000 increase in salary. Mr. Purcell stated he met with the Building Commissioner regarding his contract. Mr. Purcell stated he requested for the Building Commissioner to provide comps and to explain the increase request. There was a discussion regarding supervision responsibilities of the Building Commissioner. Mr. Clifford suggested that one Board member and the Interim Town Administrator get together with the Building Commissioner to discuss the upcoming contract.

Mr. Purcell stated the BOS office has been working on comps that include 10 towns that EB compares itself to. The comps include salaries and what the Towns ability to pay is. Mr. Purcell stated these are indicators and the data helps with decision making. This will help in being consistent.

Mr. Clifford stated he would like to have an Executive Session after the Town meeting to discuss contract negotiations and discuss a Town Charter.

- Mr. Spagone Jr. made a motion to adjourn from Executive Session and return to open session at 8:30 pm, seconded Mr. Sheedy. All were in favor, 3-0

Roll Call Vote: Ms. Julius: Aye, Mr. Sheedy: Aye, Mr. Spagone Jr.: Aye. All were in favor, 3-0

Carole Julius Clerk

Board of Selectmen