

TOWN OF MILLVILLE
BOARD OF SELECTMEN
MINUTES OF MEETING
JUNE 6, 2016 – 7:00 P.M.
EXECUTIVE SESSION

TOWN CLERK'S OFFICE

JUN 21 2016

TIME:

Signature

Board Members Present: Chairman Joseph Rapoza; Vice Chairperson Jennifer Dean Wing, Secretary John Laura and Selectman Roland Barrett

Others Present: Executive Secretary Helen Coffin; Town Administrator Candidate Jennifer Callahan

At 7:52 p.m., on a motion by Barrett and second by Wing, the Board votes by Roll Call to enter Executive Session under MGL c.30A section 21, paragraph 2 to conduct strategy and negotiations with non-union personnel, with the possibility of exiting Executive Session and returning to Open Session for the sole purpose of appointing a Town Administrator, and then adjourning regular session. Roll Call Vote: Rapoza, aye; Wing, aye; Laura, aye; Barrett, aye

The Board holds a brief strategy session to review the final Employment Agreement offer and then invites the candidate to join the meeting to negotiate. Mrs. Callahan indicates that she is all set with the job description but after speaking with other established Town Administrators and in keeping with the professional municipal management association there are a few substance points she would like to address. First, for the sustainability and long-term of the position, she would like to request different language in Paragraph 6C - Termination which lengthens the time the Board must provide termination notice from 30 days to 120 days. Mrs. Callahan provides an excerpt of a contract with the language she would like in her Agreement. Brief discussion follows.

On a motion by Laura and second by Barrett, the Board votes unanimously to amend the language to 120 days. Roll Call Vote: Rapoza, aye; Wing, aye; Laura, aye; Barrett, aye

Mrs. Callahan request removing the word "reasonable" in connection with reimbursement of attorneys' fees in Paragraph 7 – Indemnification; she feels the word is vague with everyone having a different opinion on its meaning.

On a motion by Barrett and second by Laura, the Board votes unanimously to delete the word "reasonable" from this paragraph. Roll Call Vote: Rapoza, aye; Wing, aye; Laura, aye; Barrett, aye

Mrs. Callahan understands the compensation range is \$60,000-\$75,000 and that the offer is \$70,000. However, she respectfully asks that the Board contemplate increasing this amount. She feels this is very important for longevity in the position. Mrs. Wing replies that this was the amount presented to the townspeople at Town Meeting and she cannot agree to going back seeking an increase.

Mrs. Callahan proposes a medical insurance opt-out incentive of \$5,000 per year. If she opts not to take the Town's medical benefit, the Board could include this as a separate section of the Employment Agreement. If she ever decides to start taking the insurance, the incentive payments would be stopped. Brief discussion follows. The Executive Secretary reminds the Board she proposed this same scenario in the past but Mr. Laura did not want to set precedent. It would be a cost-savings to the Town.

On a motion by Laura and second by Barrett, the Board votes unanimously to include language in the Employment Agreement for medical insurance opt-out incentive payments to be paid in increments along with salary pay. Roll Call Vote: Rapoza, aye; Wing, aye; Laura, aye; Barrett, aye

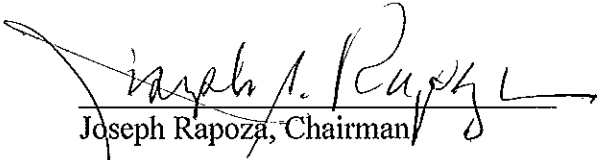
Executive Secretary will obtain the proper language from Town Counsel. Executive Secretary also requests clarification on the first request regarding the 120 days. Is it the Board's intent to adopt the paragraph of language provided by Mrs. Callahan or to simply change the number of days in the contract as prepared? Brief discussion follows.


On a motion by Laura and second by Wing, the Board votes unanimously to adopt the entire paragraph of new language as presented by Mrs. Callahan, provided Town Counsel does not have any problem with it. Roll Call Vote: Rapoza, aye; Wing, aye; Laura, aye; Barrett, aye

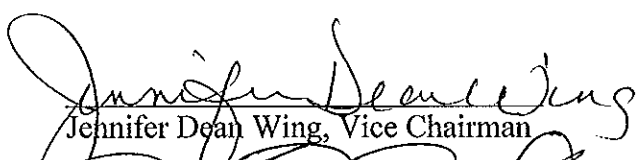
The Board invites Mrs. Callahan back on Thursday evening to finalize and sign the Agreement. Brief discussion follows regarding a start date. It is decided that if all goes well on Thursday, Mrs. Callahan will start on Monday, June 13th.

At 8:30 p.m., on a motion by Laura and second by Wing, the Board votes unanimously to exit Executive Session. Roll Call Vote: Rapoza, aye; Wing, aye; Laura, aye; Barrett, aye

Respectfully submitted,
Helen M. Coffin


Joseph Rapoza, Chairman


John Laura, Secretary


Jennifer Dean Wing, Vice Chairman


Roland P. Barrett, Selectman