

Board of Selectmen

Minutes of Executive Session, March 28, 2017

Bourne Community Building

Bourne, MA 02532

2017 AUG 23 PM 1:10  
TOWN OF BOURNE  
COMMUNITY BUILDING

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In attendance -

Selectmen: Donald Pickard, Chairman; Peter Meier, Vice Chair; George Slade, Clerk; Michael Blanton; Stephen Mealy;

Town Administrator Tom Guerino;

8:15 p.m. Chairman Pickard called to order to convene in Executive Session. Motion to enter Executive Session for the purpose stated by Chairman Pickard: the town administrator's contract for fiscal years 2018-20. Roll call vote to convene: Blanton – yes; Meier – yes; Slade – yes; Mealy - yes; Pickard - yes;

Chairman Pickard revisited the vacation carryover issue that was changed with the impending new position of Assistant Town Administrator. Chairman Pickard then went over the remaining unresolved issues on the TA contract: COLA (or Boston CPI), use of town-owned car, treatment of so-called "Expense reimbursement" of \$400 per month (\$4,800 per year).

A one-year contract was discussed. This would allow the transition to an Assistant Town Administrator to get settled in. Guerino objected and maintained that he would have presented a significantly different proposal for consideration had he known that a one year contract was to be considered.

A merit increase was discussed. Slade expressed concern about putting too much emphasis on a rate increase based on subjective or difficult-to-measure criteria, too easy or difficult to reach. A combination of the two was considered.

Various scenarios on the use of the town-car were discussed.

Converting the \$400 per month was discussed. Understanding that this payment was negotiated as part of Guerino's original contract, it flows through the W-2, it was discussed that it may be favorable change to merge this monthly payment with his regular salary.

It was finally presented that the following be considered as part of a three year contract:

- Salary - 2% increase for FY18;

- Salary - 1% increase for fiscal years 19 and 20, to include an opportunity for a merit increase each of those years by dates to be determined
- No change to use of town owned car
- Increase the TA's salary by \$400 per month. Terminate the \$400 per month separate payment.

A motion was made by Meier and seconded by Slade to adjourn executive session and not enter into regular session, seconded by

Roll call: Blanton – Yes; Meier – Yes; Slade – Yes; Mealy – Yes; Pickard - Yes

Meeting adjourned at 9:00 p.m.

*Motion to Hold 8/8/17*

*Motion to Approve with Amendments, Unencumber, and refer to RAO 8/15/17*