

EXECUTIVE SESSION

February 3, 2015

Present was Scott Bugbee, James Lehan, Jeff Palumbo, Jack Hathaway, Town Administrator and Marian Harrington, Executive Assistant. Scott Bragdon was present.

The Board discussed Jack's Contract. Jack was present.

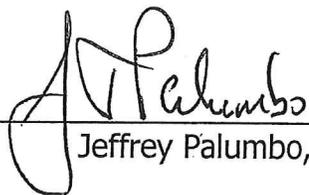
Jack said he would be satisfied if they kept him in the range of Chief Stone and Chief Bushnell, and other department heads. Jack said he put the deferred comp back in, and would like that, or a flat sum.

Jim said the \$15K of the deferred comp was put into salary. He struggled with putting these increases on top of an inflated number. They discussed this because Jack pointed out that that wasn't entirely correct, and Jim was looking at it wrong. Jack explained how he arrived at it. It is a base salary of \$120,000. He said to take the \$12,000 from deferred comp and his \$15,000 bonus and put it into his base making it \$145,000.

The Board is okay with A. With B, it was agreed to cross out FY16 and go with 3,4 and 5%. They are keeping the car allowance at \$500. They agreed with Section 14 – 6 months instead of 3 months. Bereavement is at 5; vacation remains at 5 weeks; and regarding Disability, Scott will look into long term.

At 8:55 p.m., Jim Lehan moved to go out of executive session. Jeff Palumbo seconded, and it was a roll call vote: Jim Lehan, **aye**; Scott Bugbee, **aye**; and Jeff Palumbo, **aye**. The Board returned to open session only to adjourn the meeting.

This is a true and accurate report of the Executive Session of February 3, 2015.



Jeffrey Palumbo, Clerk