

## ***DRAFT Palmer Town Council***

### ***Town Council Executive Session Minutes***

Monday, February 10, 2014

Motion to enter Executive session made by P. Burns and seconded by M. Lovell at 7:55 PM. The Town Council voted to enter executive session by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn - Yes

Present were Phil Hebert, Jason Polonsky, Paul Burns, Barbara Barry, Matthew Lovell, Donald Blais, Mary Salzmänn and Town Manager Charles Blanchard

#### **Town Manager Contract**

B. Barry stated that the Town Manager's contract provided for a window of opportunity for the Town Council to extend the contract by an additional year. C. Blanchard read the provision which stated that the Council must vote to extend the contract.

Motion to extend the current Town Manager Contract with C. Blanchard at a 2% increase in salary by B. Barry, seconded by M. Salzmänn.

P. Burns stated that the current contract has provided for a 2.5% increase in pay per year over the first three years of the contract. Motion to amend the current motion to include a 2.5% increase in pay by P. Burns, seconded by D. Blais.

C. Blanchard requested that the council consider eliminating the caveat that 100 percent of the goals must be attained to be considered for the receipt of the full bonus.

B. Barry stated that she believed, due to the constraints of the upcoming budget, a 2% increase would be adequate, but a 2.5% increase would not send a positive message to the other employees, since union contracts and non-union increases have been 2%.

Motion on the amendment to the motion failed by roll call vote 2-5; P. Hebert - No, J. Polonsky - No, B. Barry – No, P. Burns - Yes, M. Lovell -No, D. Blais-Yes, M. Salzmänn – No

Motion to extend the Town Manager Contract with C. Blanchard at a 2% increase in salary passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

Motion to strike language that the bonus is contingent upon 100% of all goals being met by B. Barry, seconded by M. Lovell. Motion passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

C. Blanchard pointed out that on the union agreements, there have been promotional steps included since the current wages have not been competitive.

Motion to increase the bonus amount from \$5,000 to \$6,000 by P. Burns, seconded by D. Blais. B. Barry noted that the Town Council held the option to reopen the contract negotiations to reconsider a 2.5% increase at a later time. Motion passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

## Minutes

March 11, 2013 – Motion to accept and release the Executive Session Minutes from March 11, 2013 as submitted by P. Burns, Seconded by J. Polonsky. Motion Passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

April 29, 2013 – Motion to accept and release the Executive Session Minutes from April 29, 2013 as submitted by P. Burn, Seconded by J. Polonsky. Motion Passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

May 13, 2013 – Motion to accept and release the Executive Session Minutes from May 13, 2013 as submitted by P. Burns, Seconded by J. Polonsky. Motion Passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

June 10, 2013 – Motion to accept and release the Executive Session Minutes from June 10, 2013 by P. Burns, Seconded by J. Polonsky. Motion Passed 7-0 by roll call vote P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes

Motion to adjourn from M. Lovell, seconded by M. Salzmänn. Motion passed 7-0 by roll call vote. P. Hebert - Yes, J. Polonsky - Yes, B. Barry – Yes, P. Burns - Yes, M. Lovell -Yes, D. Blais-Yes, M. Salzmänn – Yes at 8:25 PM

Minutes submitted by: Andrew M. Golas