

**Palmer Town Council  
Meeting Minutes  
Executive Session  
February 16, 2016**

The Palmer Town Council held an Executive Session Meeting on Tuesday, February 16, 2016. The meeting was called to order at 9:45 pm By Town Council President Barbara Barry. Present were Town Manager Charles Blanchard, Executive Assistant Andrew Golas, Councilors Robert Lavoie, Barbara Barry, Lorinda Baker, Mary Salzmann, Philip Hebert, Karl Williams and Donald Blais.

*Motion to enter Executive Session by D. Blais, seconded by L. Baker. Motion passed 7-0 by roll call vote at 9:35 pm. D. Blais – Yes, K. Williams – Yes, L. Baker – Yes, P. Hebert – Yes, R. Lavoie – Yes, M. Salzmann – Yes, B. Barry – Yes.*

B. Barry stated June 30th is end of contract period for Town Manager C. Blanchard. The Town Council will be looking to renegotiate a new contract.

**Union Negotiations**

B. Barry stated that negotiations with the Administrators/DPW and Emergency Telecommunicators will begin Friday, February 19th and would like to know what is being put on the table from both sides.

C. Blanchard stated that in the last negotiation session, the Administrators created new positions and brought minimum wages up to \$16 per hour. A proposed wage classification plan was brought forward for comment from department managers. That proposal was given to union, but was never countered. C. Blanchard stated that he would like to establish an incentive plan for the administrator union. He would also like to address issues that separate highway, parks and cemetery divisions from the unified DPW.

C. Blanchard stated that the wage aspect of the contract are trending between 2% and 3% increases. They are looking for current survey data from comparable communities. B. Barry stated that health insurance components needs to be addressed. The members of the union need to know that the town offers a rich insurance plan so they should be aware of that when discussing salary increases. B. Barry believes the town should go to a 50-50 town contribution for retirees after a specific date.

P. Hebert stated that he feels seniors should pay a lower percentage than active employees. C. Blanchard stated that the biggest pushback in that would come from the teachers union. Discussion continued on health insurance options.

**Town Manager Contract**

C. Blanchard stated that the current wording of his contract is adequate. He proposed 2% increases in Fiscal Years 17 through 19. He also requested an increase in his car allowance to \$2000 and requested \$5,500 in deferred compensation annually.

At 10:09 pm, C. Blanchard and A. Golas were excused from the Executive Session for negotiating purposes.