

**HOLDEN BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
APRIL 23, 2007**

5:35PM

Senior Center

Present: Chairman David J. White, Kimberly N. Ferguson, James Jumonville,  
Kenneth O'Brien, Joseph G. Sullivan

Others Present: Liz Helder, Recording Secretary

Chairman White opened the meeting at 5:35PM.

**1. Town Manager Salary Discussion**

The Chairman updated the Board on the progress of the Town Manager's salary negotiations. The Board discussed the conditions of the Town Manager's current contract. He is allowed a 1½ % floor for salary increases. Sel. O'Brien said that the Board should consider giving the Manager a 3% increase based on his years of service.

A motion was made by Sel. O'Brien to consider giving the Manager 1½% above his 1½ % floor for a total salary increase of 3%. Sel. Sullivan seconded the motion for discussion.

Sel. O'Brien said that the Manager has served the town for 20-years and deserved this increase based on merit and his performance appraisal results. Sel. Sullivan said he felt the floor should be 3% and then the Board should seek to give the Manager more based on the fact that his recent performance appraisal met/exceeded expectations. Sel. Ferguson said that she was not at 3%. She commented that the Board had worked hard on last year's contract. Several members expressed the opinion that the Manager's Performance Appraisal scores were lower this year than previous years and that the salary increase should reflect this score. The Chairman commented that he did not want the Manager's salary increase to be based on his years of service with the town. He stated that the Manager's Performance Appraisal scores decreased this year. If the Manager is not managing to the issues that the Board has, then that should affect his compensation.

Motion by Sel. O'Brien, seconded by Sel. Sullivan, it was **VOTED 1-4 WITH 3 OPPOSED TO GIVE THE MANAGER A 1½ % INCREASE IN ADDITION TO THE 1½ % FLOOR IN HIS CONTRACT FOR A TOTAL OF 3%. (Opposed: Ferguson, White, Jumonville, O'Brien.)** The motion failed.

Sel. O'Brien commented that the Manager had made progress with the communication efforts with the public and the school district.

Motion by Sel. O'Brien, seconded by Sel. Sullivan, it was **VOTED 2-3 WITH 3 OPPOSED TO GIVE THE MANAGER A 1% INCREASE IN ADDITION TO THE 1½ % FLOOR IN HIS CONTRACT FOR A TOTAL OF 2½ %.** (Opposed: Ferguson, White, Jumonville.) The motion failed.

Sel. Ferguson expressed the opinion that the increase should reflect the decrease in the performance appraisal scores as well as the financial reality of the town.

Sel. O'Brien and Sel. Sullivan both agreed that the Manager's performance appraisal met expectations and it was inconsistent to not back that up with a salary increase to reflect that.

Motion by Sel. Ferguson, seconded by Sel. Jumonville, it was **VOTED 4-1 WITH 1 OPPOSED TO GIVE THE MANAGER A ½ % INCREASE IN ADDITION TO THE 1½ % FLOOR IN HIS CONTRACT FOR A TOTAL OF 2%. (Opposed: Sullivan.)**

**2. Recess to Regular Session**

Motion by Sel. Sullivan, seconded by Sel. Ferguson, it was **UNANIMOUSLY VOTED TO RECESS EXECUTIVE SESSION AT 6:25PM AND RETURN TO REGULAR SESSION FOR THE MEETING AT 6:30PM. ROLL CALL: Jumonville: yes; White: yes; O'Brien: yes; Ferguson: yes; Sullivan: yes.**

**Approved: May 7, 2007**

**HOLDEN BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
APRIL 23, 2007**

Present: Chairman David J. White, James Jumonville, Kenneth O'Brien  
Joseph G. Sullivan, Kimberly N. Ferguson

Others Present: Robert Martin, Town Counsel  
Paul Challenger, Chairman, Finance Committee  
Liz Helder, Recording Secretary

Chairman White opened the meeting at 10:03 PM.

**1. Real Estate Transaction**

The Manager informed the Board that the town had been contacted by the DEP to inquire if the town would be interested in acquiring 17 acres of land known as the ECC site on Princeton Street. The town currently owns 17 acres of land that abuts this property. The Manager apprised the Board about potential hazardous waste removal/remediation on the property. The Board directed the Manager to continue negotiations with the DEP regarding the possible acquisition of this property.

**2. Recess to Regular Session for Adjournment**

Motion by Sel. Sullivan, seconded by Sel. Ferguson, it was **UNANIMOUSLY VOTED TO RECESS EXECUTIVE SESSION AT 10:19 PM AND RETURN TO REGULAR SESSION FOR ADJOURNMENT PURPOSES ONLY. ROLL CALL VOTE: Jumonville: yes; White: yes; O'Brien: yes; Ferguson: yes; Sullivan: yes.**

Approved:           May 7, 2007