

**BOARD OF SELECTMEN
OPEN & EXECUTIVE SESSION
MINUTES OF FEBRUARY 17, 2016**

Present: Chairman Dario Nardi, Vice-Chairman Robert E. Lavash, Selectmen's Assistant, Rebecca Acerra and Fire Chief Lavoie

Absent: Mr. James A. Gagner, Clerk

Chairman Nardi called the Meeting to Order at 10AM

A motion was made to enter into Executive Session under M.G.L. c30A, Section 21 (2) "to conduct strategy sessions in preparation for negotiations with non- union personnel or to conduct collective bargaining sessions or contracts negotiations with non-union personnel" for the Fire Chief made by Mr. Lavash; second: Mr. Nardi – unanimous. Roll Call Vote Taken – 2 Yey Votes

Two members of the Board of Selectmen met this morning for continued discussion on the Fire Chief's proposed employment agreement. At the last Executive Session, Chairman Nardi provided a draft of his recommendation to Chief Lavoie for his consideration.

Fire Chief

After the last meeting, Chief Lavoie had a chance to review the proposed employment agreement that the Board presented. Contained within that proposal was a three year agreement with a 3% increase in the base salary for each fiscal year. Within the proposed agreement, was an additional \$1,000.00 stipend should the Chief maintain his certification through the Massachusetts Fire Chief Credentialing Program during the term of the agreement. While Chief Lavoie fully understands the fiscal constraints that the town faces, he strongly feels that not only his performance but the time associated to maintain his credentials warrants additional compensation. He also pointed out that as a full-time Fire Chief, he responds to all EMS calls during his normal shift, maintains two buildings, millions of dollars of equipment and inventory, a staff of approximately 30 people and does all the paperwork/reports as he does not have an Administrative Assistant. This is in addition to maintaining his credentials.

Chief Lavoie is in agreement with the proposed 3 year with a 3% increase in his base salary is fair, however feels that an additional \$5,000.00 per fiscal year as a stipend versus the \$1,000.00 is appropriate.

Mr. Nardi feels that the position is underfunded and if the position were to go out to bid, a starting salary would be much higher. Mr. Lavash fully understands Chief Lavoie's position on the matter and does not necessarily disagree, however feels that the time is wrong for such an increase (stipend). Mr. Nardi feels that the continuing education that Chief Lavoie would gain is a return for our money expended. Mr. Nardi feels that the \$5,000.00 the Chief is requesting is fair.

At an impasse, Mr. Lavash requested to caucus for 5 minutes. Chief Lavoie agreed.

Both Mr. Nardi and Mr. Lavash continued the discussion on the compensation. One suggestion was to decrease the annual percentage increase if Mr. Lavash was willing to increase the stipend from the \$1,000.00. After further discussion, both Mr. Nardi and Mr. Lavash agreed on proposing the 3 year agreement with a 3% increase in the base salary with a \$4,000.00 stipend for the credentialing. Chief Lavoie was asked to join the meeting again. After a discussion and with the proposal before him, the following motion was made: Motion to offer an employment

agreement to Chief Lavoie for a term of 3 years, with a 3% annual increase in the base salary with an additional \$4,000.00 stipend for maintaining his Fire Chief credentials made by Mr. Lavash; second: Mr. Nardi – unanimous Roll Call Vote - 2 Yey Votes.

Chief Lavoie thanked the members for their willingness to increase the stipend and their continued confidence they have shown in him.

While still present, a revised job description was reviewed by all and with no further discussion, the following motion was made: Motion to accept the revised job description for the position of Fire Chief as written made by Mr. Lavash; second: Mr. Nardi – unanimous.

Motion to come out of Executive Session and enter Open Session made by Mr. Lavash; second: Mr. Nardi – unanimous at 10:48 A.M. Roll Call Vote: 2 Yey Votes.

Other Business

A brief discussion took place regarding the “unwed mother” fund that a resident recently brought up at a Selectmen’s Meeting. The account is a trust account and can only be purposed for the intended use nor can funds cannot be reallocated to another account.

Next Meeting Date for Executive Session is tentatively scheduled for Wednesday, February 24th at 3PM

Motion to Adjourn made by Mr. Lavash; second: Mr. Nardi – unanimous at 11:20 A.M.

Respectfully submitted,

Rebecca Acerra
Selectmen’s Assistant

James A. Gagner, Jr., Clerk