

BOARD OF SELECTMEN  
FEBRUARY 1, 2017  
**Executive Session**

PRESENT: Mr. Dario Nardi; Chairman, Mr. James Gagner, Jr., Vice-Chairman, Mr. Marc Richard, Clerk and Mrs. Rebecca Acerra, Administrative Secretary

ATTENDEES: Chief Spiewakowski

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Opened the Meeting at 3 PM

Motion to enter into Executive Session in accordance with MGL, c30A, Section 21(2) and adjourn at the conclusion of this meeting made by Mr. Gagner; second: Mr. Richard – unanimous. Roll Call Vote – 3 Yes Votes

Chief Spiewakowski met with the Board this afternoon to discuss the possibility of opening his employment agreement to discuss a possible salary increase. The first year of his current agreement called for no increase.

Mr. Nardi performed his evaluation last year and he is looking for either himself or another member of the Board to do on by the end of this fiscal year. Mr. Nardi stated that there were six items that he noted in his evaluation which he addressed with the Chief.

Mr. Richard understands that today's meeting is not an evaluation, however cannot justify and increase without evaluating him. He feels that anyone who receives an increase should be because they have earned it, and not given just on the basis that another year has passed.

Mr. Richard went on to say that other than the top administration at the school, he is the highest paid employee in town and the residents deserve to get their money's worth, which he feels is not happening. The Chief asked where he should specifically try to improve that he's not already done. Mr. Richard stated that perception is reality, which in his opinion is mostly negative. Residents have voiced concerns to him about the Chief's inaccessibility. The Chief stated that according to statistics, only 15% of residents ever meet the Chief in their community. Mr. Richard pointed out that this isn't any "community". This is Warren and the residents deserve better.

The Chief provided a list of public events he has attended and reminded him (Richard) that he has kept the department out of the newspapers for the last nine years. The department was in shambles when

he came. Mr. Nardi feels that he (Chief) is sometimes hard to approach. Mr. Gagner stated that he is tune with the parents in this community and doesn't feel that way at all.

The Chief stated that he is not looking for employment elsewhere and suggested to the Board to extend his current employment contract out another two years (five total) with 0% in FY18, but a 2% increase in FY19, FY20 and FY21. Both Mr. Nardi and Mr. Richard are not in favor.

He further suggested that a liaison be chosen to bridge the gap. With no further discussion at this time, the following motion was made: Motion to exit Executive Session and adjourn made by Mr. Gagner; second: Mr. Richard – unanimous at 4:07 PM.

Respectfully submitted,

Rebecca Acerra  
Administrative Secretary

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Marc W. Richard, Clerk