



[REDACTED]

K. Dandrade and R. Irving left the meeting at 6:40 p.m. L. Anderson returned to the discussion.

The Board was joined by Building Commissioner Geoff Larsen. [REDACTED]

[REDACTED]

G. Larsen, S. Sarkisian, and I. Montague left the meeting at 6:54 p.m.

C. Karlson reported on her conversation with Frank Dougherty of Twenty Wayland LLC. She said they discussed the appellate tax board cases, the Conservation Commission Order of Conditions, the licensing of the Town Green, the final accounting of the escrow accounts, and the acquisition of the municipal parcel. She said they are arranging a meeting for January 4, 2016.

N. Balmer left the meeting at 6:58 p.m.

C. Karlson reported on negotiations with N. Balmer regarding her eligibility for a salary increase at the discretion of the Board of Selectmen. C. Karlson said she offered her, on behalf of the Board, a 2.5 percent increase, and N. Balmer requested \$145,000. The Board agreed to offer an annual salary of \$143,500 with the expectation that her work show continued improvement.

J. Nolan moved, seconded by M. Antes, to exit executive session at 7:09 p.m. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0.

**Items Distributed for Information and Use by the Board of Selectmen at the December 14, 2015, Executive Session Meeting**

[REDACTED]

2. Comparison of Town Administrator/Town Manager Salary and Benefits with Peer Towns, 12/10/2015