

**TOWN OF WINCHENDON
BOARD OF SELECTMEN
EXECUTIVE SESSION MINUTES
MONDAY, MARCH 23, 2015
Town Hall, 4th Floor Town Manager's Office
109 Front Street, Winchendon, Mass.**

Present: Fedor Berndt, Chairman
Elizabeth R. Hunt, Vice-Chair
Robert O'Keefe
Keith Barrows

James M. Kreidler, Jr., Town Manager
Linda A. Daigle, Executive Assistant

List of Documents Presented at Meeting:

- 3/23/15 Draft Amendment to October 15, 2014 Employment Agreement between the Town of Winchendon and James M. Kreidler, Jr. (attached)
 - o Exhibit Mutual Release (attached)
 - Joint Statement of Board of Selectmen and Town Manager James M. Kreidler, Jr. (attached)
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EXECUTIVE SESSION:

At 6:19 p.m. Chairman Berndt called Executive Session to order under Exemption No. 2 to conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel.

Kreidler said he took the offer from last Wednesday that was voted and forwarded to him. He made a couple marks on it, spoke with Selectwoman Hunt who had reached out to him, Attorney Marc Terry and Chairman Berndt. He reviewed the document with them.

Page 1, second to last paragraph regarding inter-board communications, Kreidler said a change was made where the reference "at all times" was taken out of the first paragraph and added to the last where it says "as has been evidenced in all of his composite annual performance reviews." This makes it more tied into the actual documentation. O'Keefe pointed out specifically that each of them hasn't served the whole time that he has been here and therefore they wouldn't know.

Page 2, second paragraph, Kreidler said he has removed part of the paragraph that talked about the conditions of the last six months. It will remain in the personnel file document as a reference point but didn't see the need to have it here.

Page 4, second paragraph, Kreidler said he softened the language from it saying the "possible new super-majority has prejudged" to the "possible new super-majority publicly has appeared to have pre-judged".

Page 4, last three paragraphs where it referenced 18 months is now 18 to 24 months due to Attorney Terry going back and forth using this period of time interchangeably.

Page 7, No. 6 is language that Attorney Terry put in.

Page 7, No. 7, the amount of vacation time left per the Accountant's office is 75 hours. Hunt asked about funding. Kreidler replied vacation buyback is in the budget and can show her the numbers.

Page 8, the top paragraph, Kreidler said it was added that he would not make any disparaging comments either. In the footnote of Page 8, he removed the reference to the telephone as Selectman O'Keefe had commented it was a miniscule issue and an old phone.

Pg. 11 - Joint Statement of the Board of Selectmen and Town Manager James M. Kreidler, Jr. – The statement was reorganized to put the November 24, 2014 Town Meeting up top making the point that this is a real event that has occurred, Kreidler said. Irrespective of what might happen something has already happened. O'Keefe pointed out what may or may not occur, the fact of what did occur last November makes them wonder what may occur. People spoke in November, so they are going to act.

Kreidler said with that he will accept the offer they have made. It would need to be executed in Open Session.

Barrows moved to adjourn with the intention to reconvene in Open Session; Hunt seconded. By roll call vote of all aye, Executive Session adjourned to Open Session at 6:34 p.m.

Respectfully submitted,

Linda Daigle
Executive Assistant