

ATTENDANCE

Select Board

Present: Alisa Brewer, Connie Kruger, Doug Slaughter, Andy Steinberg, Jim Wald

Staff: Peter Hechenbleikner, Temporary Town Manager; Deborah Radway, HR Director

The Executive Session Meeting was called to order in the Band Room at ARMS by Ms. Brewer at 6:11 p.m.

Strategy with respect to negotiating a contract for Paul Bockelman as Town Manager

Deborah Radway reviewed the status of negotiations with Paul Bockelman to become Amherst's next Town Manager. The following are the major points:

- Start date – 8-22-16 – agreed
- 3 year contract – agreed
- Notice of non-renewal – 12 months – agreed
- Notice of resignation – 90 days – agreed
- Salary - \$155,000 – agreed
- Vehicle allowance - \$500/month, converting that to salary at the end of the first year at his option – agreed
- Cell phone reimbursement per town policy – agreed
- Annual wage increase on anniversary of employment same as non-union employees. Bockelman would like to add language that allows the Select Board to grant an additional wage adjustment at their sole discretion – agreed
- Severant – per Special Act – agreed
- Termination of the contract severance 6 months in the first year, 7 months in the second year, 8 months in the 3rd year – agreed
- For first contract – if there is a change in government within the term of the contract:
 - Management position at same salary and benefits, or
 - Severance of the greater of 6 months or paid until 8-21-19. Agreed. Select Board understands that they want to have an incentive for the Town Manager to continue during transition, and the likely maximum liability would be no more than the 8 months' severance noted above – agreed
 - If the Town Manager resigns compensation and insurance reimbursements will end
- Health and dental insurance same as for other employees – agreed
- Life and Disability Insurance – Term life as offered to other employees; reimbursement of up to \$3000 annually for long term disability insurance - agreed
- 4 weeks' vacation for first 2 years, then 5 weeks for 3rd year; up to 8 weeks may accrue – agreed
- Grant of 12 days sick leave on first day of work, and accrue 1 day of sick leave per month – no cap on accumulation, no sick leave buy-back – agreed
- Personal leave – same as for other employees – agreed
- Resident prior to subsequent contract renewal – agreed
- Pension – Hampshire County retirement system – agreed
- Professional development – MMMA, MMA, ICMA – agreed
- Transitional expenses – up to \$5000 during the first 13 months of employment – agreed
- Performance Evaluation – need to have full discussion about evaluation schedule
- Indemnification language - agreed

Select Board members Slaughter and Steinberg with Radway and Hechenbleikner are meeting with Bockelman on Thursday May 26, and will try to address the performance evaluation issue and get a contract written. We are using the late Town Manager's contract as a format and have already begun to draft the contract.

On motion by Brewer seconded by Kruger the Select Board voted to adjourn the Executive session and go back into open session at 6:38 p.m. Y Brewer, Y Kruger, Y Slaughter, Y Steinberg, Y Wald.

Submitted by Peter Hechenbleikner, Temporary Town Manager