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Selectmen's Meeting
Monday, December 21, 2015
Selectmen's Meeting Room
Executive Session – 9:20 p.m.

Approved
Released on: 10/3/17

Approved
Not Released: 1/16/16

The meeting was called to order at 9:20 p.m. by roll call vote for the purpose of discussing nonunion contracts – Town Administrator.

Selectman Danehey aye
Selectman Curran aye
Selectman O'Toole aye
Selectman Harris aye
Selectman Vegnani aye

Also present was Patricia Vinchesi.

Ms. Vinchesi was excused from the meeting at 9:22 P.M.

Town Administrator Contract Renewal

Chairman Vegnani updated members on the status of his meeting with the Town Administrator relative to the proposal the Board requested for continued employment with the Town. Board members then further discussed the terms and conditions contained in the employment agreement particularly as it related to indefinite appointment under the town charter.

Ms. Vinchesi was asked to join the meeting at 9:40 p.m.

Chairman Vegnani informed Ms. Vinchesi that the Board had reviewed the charter and bylaws as it related to the term of the Town Administrator. He noted that it was something that should be looked into before another vacancy in the position occurs. He also expressed concern about the current contract starting as the threshold for any new Town Administrator coming in at some point. Ms. Vinchesi replied that any new contract would need to be negotiated and that it would depend on the experience of her successor and the market conditions. The market adjustment provision in the contract was there to insure the Town Administrator was fairly compensated which is especially true now given the dearth of experienced administrators. Selectman Harris observed that any new administrator would have experience in some areas and not in others and that was to be expected. Chairman Vegnani stated that the Town was moving forward and that part of that was as a result of Ms. Vinchesi's 30 years in municipal management.

Selectman Danehey inquired as to why the renewal was coming before the Board now and Ms. Vinchesi informed him that whatever was agreed upon needed to be reflected in both the FY 16 and FY 17 budgets which were now due. In addition, if the Board had not been desirous of renewing the contract, reemployment can take up to a year for some administrators. Selectman Curran asked about the "market adjustment language" and Ms. Vinchesi informed her that that

language was there to insure the Town Administrator was paid based on the current comparable market which can change significantly over a period of a few years. She also noted that Scituate was doing many things other communities were not, few had the storm impacts, and none were building three buildings simultaneously. Finally, the Board indicated that it would like to establish its own list of comparable communities and what that might include. Ms. Vinchesi stated that the Town of Wayland did this a few years ago and included items such as per capita income and ability to pay. Scituate was included as one of Wayland's comparables based on this type of data and Ms. Vinchesi would try and obtain a copy for the Board's review.

Chairman Vegnani noted that what was proposed was not at the top of the scale in terms of compensation. He asked that members contact him before the next Board meeting on January 6 for which an Executive Session would be scheduled. If all was accomplished at that meeting, then the Board would vote the contract in open session at its January 20, 2016 meeting.

The Board voted to adjourn the meeting at 10:08 p.m.

Respectfully submitted,

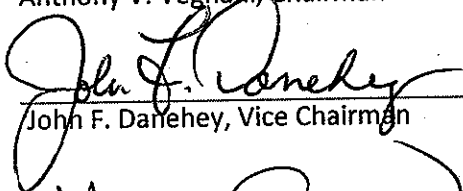
Patricia Vinchesi
Recorder

Board of Selectmen Executive Session Meeting Minutes for Monday, December 21, 2015

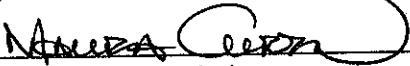
BOARD OF SELECTMEN



Anthony V. Vegnani, Chairman



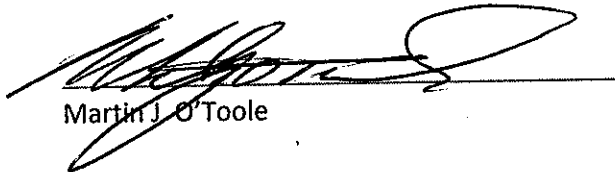
John F. Dartehey, Vice Chairman



Maura C. Curran, Clerk



Shawn Harris



Martin J. O'Toole