

**BOARD OF SELECTMEN AND SEWER COMMISSIONER'S MEETING**

**May 22, 2017**

**Francis Faulkner Room 204**

**Executive Session**

Present: Janet K. Adachi, Katie Green, Peter J. Berry, Human Resources Director Marianne Fleckner, Town Manager Steve Ledoux (at 6:30 PM), Recording Secretary, Lisa Tomy

Absent: Joan Gardner, Chingsung Chang

Ms. Green moved to enter into Executive Session, Mr. Berry seconded. All Ayes

Ms. Fleckner reviewed a chart of Mr. Ledoux's salary history and fringe benefits from 2008-2017. For FY18, 2 options were highlighted:

Option 1: 2.5% increase in base pay, no car allowance; however, Mr. Ledoux was potentially interested in purchasing upon his retirement at market value a town Prius from declared surplus. Continuing Town-paid flat amount of \$1300.00 for disability insurance. And 10% increase in deferred compensation, for a total compensation of \$192,341.10.

Option 2: 2.5% increase in base salary, no car allowance, but with the possible Prius purchase, no town-paid disability insurance, 10% increase in deferred compensation, for a total compensation of \$191,041.10. The Board discussed offering a 20% sick leave buy-out of his 1076 hours at \$18,215.00 as opposed to the maximum of \$91,071.56 (1076 hours x 84.6390) or at 50% (45,536) or 1 day for every 3 (30,357) The Selectmen felt comfortable with option 2, plus a 1-year extension on Mr. Ledoux's contract to 2020.

Mr. Ledoux was brought in at 6:30 and the chairman summarized the proposed new terms. Mr. Ledoux advised the Board that he would be retiring effective July 1, 2018, so no need for a contract extension. The Board will delay voting on the final terms to allow time for [REDACTED] and Mr. Ledoux to do further research about the disability insurance issue. Ms. Green recommended making the vote on his contract at the June 5, 2017 meeting in the open session.

Ms. Green moved to exit Executive Session, Mr. Berry seconded. All Ayes

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Date

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Janet K. Adachi, Clerk pro tem/Chairman