



SELECT BOARD

Executive Session Meeting Minutes

Monday, April 29, 2024

6:30 PM

Room 204

Acton Town Hall

472 Main Street

Select Board Members Present: Jim Snyder-Grant, Fran Arsenault, Dean Charter, David Martin, Alissa Nicol

Additional present: Marianne Fleckner, Director of Administration and Finance

Mr. Martin moved, seconded by Ms. Nicol to enter into executive session to discuss contract negotiations with non-union personnel under purpose 2 as an open meeting may have a detrimental effect on the negotiatin position of the public body and approved unanimously 5-0

Mr. Snyder-Grant noted starting with a draft contract from the Town Manager and worked with Ms. Fleckner to come up with a final draft. Section 1B is about goals. Most goals are things that are SB goals and not added to his contract. Others are conversations to have with the Town Manager and happy to work with the next chair to structure talking about those goals. The Town Manager came up with 3 goals. Page 2 section 3C is a suggestion from the Town Manager to change the 90 day notification of resignation requirement to 60 days. Mr. Snyder-Grant asked Marianne about other Town Manager contracts around the state and many are varied on how many days the notification of resignation is required. Mr. Snyder-Grant felt confident that enough notice would be given if the Town Manager were to submit his notice of resignation. The annual base salary requested is an increase of 3% which is a step down from last contract. Mr. Mangiaratti noted that expense reimbursement is standard when representing the town at conferences and events. Section 6B disappeared and moved to the beginning of the contract. Ms. Nicol noted that the one time bonus has been given a number of times in past contracts under compensation and benefits under item section 4A. Mr. Snyder-Grant felt this year with the excellent job done with the multiple budget iterations it is warranted. Mr. Mangiaratti suggested a buy back of vacation time and Mr. Snyder-Grant feels that he should be taking time out and Ms. Nicol commented that he should take time and to allow staff to handle work in his absence. Mr. Charter voiced concern regarding the buy back of vacation time and what precedent would be set for other non-union employees. Ms. Nicol questioned the percentage change from last year, Ms. Fleckner verified it went from 5% last year to the requested 3% this year. Mr. Martin suggests transitioning away from the one time bonus next year. Board members agreed on the current draft.

Mr. Martin moved, seconded by Ms. Nicol to exit executive session and approved unanimously 5-0.