

## Executive Session - Fire Chief Contract

The Executive Session (es) was part of the Wenham Board of Selectmen (BOS) **November 5, 2019** posted meeting. Materials used in the preparation of such minutes and all documents and exhibits used at the session, may be withheld from disclosure to the public in their entirety under sub clause (a) of clause Twenty-sixth of Section 7 of Chapter 4, as long as publication may defeat the lawful purposes of the es, but no longer; provided, however, that the es was held in compliance with Section 21.

These minutes will not be released until approved for release by the Selectmen and notice of such approval has been entered into the regular minutes.

*In open session, at 5:49 pm, Mr. Wilhelm moved to enter into Executive Session under M.G.L. Ch. 30A, § 21 (3) –To discuss strategy with respect to preparation for negotiations with nonunion personnel if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the Town and to return to open session. The motion carried unanimously by roll call vote.*

Selectmen present: Jack Wilhelm, Chair; John Clemenzi; Catherine Harrison

Also present: Anthony Ansaldi, Interim Town Administrator; Jackie Bresnahan, Recording Secretary

- Agreement between the Town of Wenham and Stephen Kavanagh, Fire Chief, July 16, 2018 – June 30, 2019
- Memo regarding Chief Kavanagh Progress Report from Anthony Ansaldi, Town Administrator, October 31, 2019
- Fire Chief Assessment letter and results from MRI
- Letter from (former) interim Town Administrator John Petrin
- Minutes from BOS June 4, 2019 ES
- Fire Chief current pay stub

Mr. Wilhelm asked for an update from Town Administrator Anthony Ansaldi who provided that the Fire Chief has completed the tasks set forth by the Board of Selectmen. Mr. Ansaldi also noted that the Chief's latest assessment had improved from the previous assessment. Mr. Wilhelm asked the Board if they were prepared to vote to take the Fire Chief out of probationary status. Ms. Harrison asked the other members what mechanism would be required to end the probation, suggesting that a new contract would accomplish this. The Board discussed their desire to renew the Fire Chief's contract which currently ends on December 31, 2019 and the Board determined that they would like to do so for the period or term of one (1) year.

The Town Administrator asked the Board to identify some terms that were priorities so he could begin negotiations with the Fire Chief. The Board identified several including terms having to do with pay, stipends, vacation time, and merit pay.

The Board discussed and came to consensus on the following terms:

-This contract should have a 1 year term

-Chief Kavanagh should receive a 2% merit increase, consistent with all other non-union town employees, which is retroactive to the date of his assessment center, September 18, 2019.

-The contract should include 4 weeks of vacation

*The BOS voted unanimously by roll call to authorize the Town Administrator to enter into negotiations with Fire Chief Stephen Kavanagh for a one (1) year contract beginning January 1, 2020 through 12/31/21.*

*The BOS voted unanimously by roll call to adjourn executive session and return to open session at 6:17 pm.*

Respectfully Submitted By

Jackie Bresnahan

11/6/19